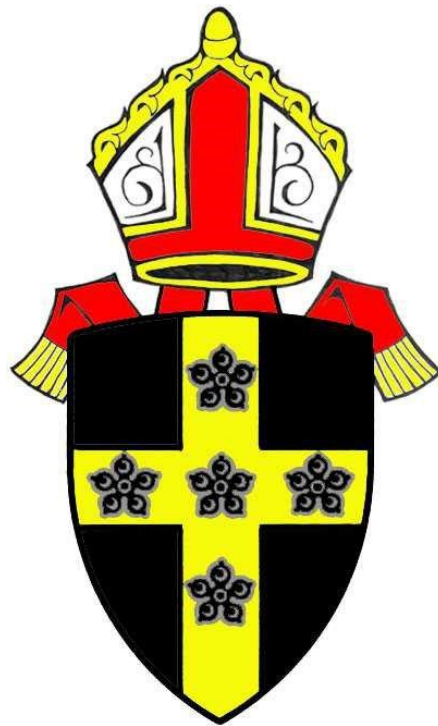

Diocese Of St Davids

Diocesan Conference

Newcastle Emlyn RFC

7 October 2023 9:30 am - 4:30 pm

Salt and Light



Visit our website for further information
www.stdavids.churchinwales.org.uk

Meithrin Gobaith
ESGOBAETH TYDDEWI
DIOCESE of ST DAVIDS 
Growing Hope

AGENDA and TIMINGS

Session 1 9.30 -11.30

- From 9.30am Registration
Teas, Coffees & Biscuits
- 9.45am Rules for Conference
- 10.00am 1. President's Welcome
- 10.05am 2. Opening Worship/Prayers 10 Minutes
- 10.15am 3. Apologies
4. Minutes of the meeting held on 1st October 2022
5. Receive the Standing Committee Report
6. Motion on Plenary Powers
7. DBF report
8. 2024 Budget
9. Annual Reports of Committees and Boards
- 11.00 am 10. Extraordinary Diocesan Conference Report

11.30-11.45pm Coffee Break

Session 2 11.45-1.00pm

- 11.45pm 11. Year of Salt & Light Introduction
Lead for the Diocese – Revd Justin Arnott – St Davids Diocese Social Responsibility Officer (SRO)
- 12.05pm 12. Groupwork & Discussion

Lunch: 1:00 – 2:00pm

Session 3: 2:00- 4:30pm

- 2.00 pm 13. USPG
- 2.20 pm 14. Feedback on next Bishop
- 2.40 pm 15. Bukavu Link
- 3.00 pm 16. Results of Question Time
- 3.20 pm 17. Real Voices
- 3:40 pm 18. Election Results
- 3.45 pm 19. Closing Worship – Holy Eucharist

Departure

Conference was opened at 9:30am to allow members to register and join.

FORMAL CONFERENCE BUSINESS

The Conference commenced once all delegates had registered and the testing and rules for this conference were completed.

1. President's Welcome

Conference was notified that The Right Revd Dr Joanna Penberthy had made the Ven Paul Mackness, Archdeacon of St Davids, her Commissary and that he would be addressing this Conference in her absence.

2. Opening Worship / Prayers

Led by Ven Dorrien Davies, Archdeacon of Carmarthen. The Bible Readings - Mrs Catherine Nelson and Mrs Eiryth Thomas

Ven P R Mackness took the Chair for Session 1: Business Matters.

Members were encouraged to use the Welsh language.

Standing Orders were in force.

When speaking, members were encouraged to give their name and LMA, and state if they were co-opted, nominated or ex-officio.

Ven P R Mackness advised that Sessions 2 and 3 would be Chaired by Mrs Liz Thomas Mr T Llewelyn (Vice Chair of the Standing Committee) respectively.

3. Apologies

Ven Paul Mackness detailed Apologies from 38 clergy and 32 laity. 72 members had not responded; this was disappointing.

4. Minutes of the Meeting held via Zoom on 2 October 2021

The minutes of the last Conference held via Zoom on 2 October 2021 were proposed by Revd William Lambert and seconded by Revd Peter Jones

Passed overwhelmingly with none against and no abstentions. The minutes were confirmed and signed.

5. Receive the Standing Committee Report

Ven P R Mackness confirmed that no formal questions had been received regarding the report.

Members were advised that should they have any questions, they should be submitted in writing. These would be answered directly, and the question and answer would be published on the Diocesan website.

Mr Tim Llewelyn proposed, and Ven Dorrien Davies, Archdeacon of Carmarthen seconded that the Diocesan Conference Standing Committee Report be approved.

Passed overwhelmingly with none against and no abstentions.

6. Motion on Plenary Powers

Mr Tim Llewelyn asked that the Conference delegate plenary powers to the Standing Committee for a further twelve months, explaining that this would allow the Standing Committee to function during the periods between conferences. This was seconded by Ven Dorrien Davies.

The motion was opened for debate/comment.

This motion put forward by Revd John Hancock (Roose LMA) was brought forward again by Revd Canon Alan Chadwick, the LMA Dean of Roose LMA. The motion was as follows:

Delegate plenary powers to the Standing Committee for a further twelve months. That in exercising their powers Standing Committee give due regard to acting only as necessary for the running of the Diocese and do not make significant changes without full Public Debate. This difference being for Standing Committee to decide upon and answer for.

It was proposed by Revd Canon Alan Chadwick and seconded by Revd Heidi-Maria de Gruchy.

Revd Sophie Whitmarsh asked a question regarding this Motion which was:

How do we decide what is significant?

There was a debate around this, and it was agreed that a vote should be taken on the Motion. The Proposer Revd Canon Alan Chadwick and Revd Heidi-Maria de Gruchy agreed to this.

A vote was held, and the Motion was carried unanimously.

7. DBF Report

Ven P R Mackness called on Mr Tim Llewelyn (in his capacity as Vice-Chair of the DBF) to speak to the report. Mr T Llewelyn gave a detailed report on the 2022 Budget and Ministry Share.

Mr Tim Llewelyn thanked the previous DBF Chair, Mr Nicholas Griffin, and welcomed the new Chair Mrs Hazel Evans.

He also thanked clergy, lay members and the Diocesan staff for their hard work.

It was proposed by Mr Tim Llewelyn and seconded by Mrs Hazel Evans that the report be received.

This was passed unanimously.

8. 2023 Budget (to be received by Conference)

The Vice Chair of DBF, Mr Tim Llewelyn explained the current budget planning for next year. 77% of the budget would be spent on Ministry – this results in a Deficit Budget.

It was reported that the DBF had decided that Ministry Share should remain flat, as in 2022.

It was also reported that 74% of income is generated from Ministry Share.

Members were notified that a one-off grant of £600,000 would be given to the Diocese from the Representative Body of the Church in Wales (RB).

The DBF had decided to use £50,000 from its Reserves every year in order to meet the shortfall in the budget.

The income generated by the Diocese is low, which is a big worry. Clergy numbers are also low and cannot be reduced.

Following the Budget presentation, questions and observations were taken from the floor with contributions from Canon Alan Chadwick (Roose LMA), Mrs Margaret Nock (Bro Gwendraeth LMA), Mrs Jane Heard (Bro Teifi LMA), Mr Clive De Salis (Roose LMA), and Mrs Marianne Powell (Bro Padarn LMA).

Many of the contributors thanked Mr T Llewelyn for the hard work which had been conducted by him and the Finance Team. Issues and considerations around the following were noted:

- discontentment of the formula given to the churches for Ministry Share
- worries about debt and how churches could be helped
- the proportion of Ministry Share and its shortfalls were queried:
- would the accounts be shared via email
- discontent that 77% of the expenditure was on Ministry – this would be of no comfort to churches without a minister
- a lack of communication within LMAs was noted as being very sad
- a lack of spiritual growth
- the value of lay people should not be underestimated (Readers and Worship Leaders)
- is Ministry Share calculated on the basis of 2 or 4 services a month?

There were no further comments.

Mr Tim Llewelyn thanked everyone for their responses and feedback. He confirmed that Ministry Share was a contribution and that any churches struggling to pay should contact the DBF, the Diocesan Office or Revd Jeff Thomas for assistance. Contact should be made with the Diocesan Office regarding any issues with the formula. The recovery rate of Ministry Share was 90%, however, some churches make no contribution and others do not pay the full amount. These shortfalls are met through Reserves. On the point of churches with no minister having to pay, it was noted that there were obligations to pay a cleric's pension whether or not they were still a minister in the church. The DBF wish to support lay and clergy equally and that figures are calculated on the basis of the total divided by 50, regardless of whether 2 or 4 services are held.

He assured members that their comments would be fed back to the DBF at its next meeting.

9. Annual Reports of Committees and Boards

Ven P R Mackness introduced the Annual Reports of Committees and Boards, noting that no questions had been received prior to Conference. It was proposed by Revd Shirley Murphy that these reports be received by Conference *en bloc* and this was seconded by the Ven Eileen Davies, Archdeacon of Cardigan.

Ven Eileen Davies thanked all those who contributed to the reports for working hard to represent the Diocese. Ven P R Mackness drew Conference's attention to the number of reports which showed the amount of work being carried out within the Diocese, despite the pandemic. He was grateful to everybody who had contributed to the work of those committees and also to those who had compiled the reports.

Members were invited to comment or ask questions:

Mrs Mary Davies (Bro Aeron Mydr): *Clergy Movements. Could that be explained?*

Ven P R Mackness explained in detail what clergy movements meant, advising that when clergy move from one post to another, they also move house; this is termed 'clergy movements' and occurs due to a vacancy or because a curate has moved into a LMA after ordination.

Pobl Dewi: *We still need a paper version of Pobl Dewi.*

Tessa Briggs, the Editor of Pobl Dewi, responded by saying that it was not possible to print copies during COVID. Printed copies are now back in circulation and will continue, they are read by congregation members and others who appreciate the paper, even though they do not attend services.

Welsh and Bilingual Group – Ven Dorrien Davies, The Archdeacon of Carmarthen welcomed the opportunity given to the Welsh and Bilingual Group to present a report to the Diocesan Conference. He advised that there is a new group in formation which will start working from November and that bilingualism was very essential in our churches and that the group will strive to assist with this.

There were no further comments and the proposal to receive the reports was carried unanimously.

10. Motion on Ministry Share

Ven Paul Mackness advised that a Motion on Ministry Share had been brought by the Roose LMA.

The Motion:

Roose LMA Council believes the level of ministry share asked of the churches is too high. It requests the Diocesan Conference to advise the Diocesan Board of Finance to consider limiting its budget so that the amount asked of churches per Average Sunday Attender (the 5 year rolling average of Box B, as calculated on the ministry share statistics form) be lower than £750 per year.

The Chair reminded Conference to note that Motions that force the DBF to do something are not permitted but this Motion sought to ask the DBF to consider a limitation in the level of Ministry Share asked for.

The Motion was proposed by Dr Christine Link, Warden and Worship Leader of All Saints, Little Haven Church, Roose LMA. She mentioned that they cannot rather than will not pay Ministry Share. The churches want to give generously but unfortunately the current level is killing their Mission, Ministry and Outreach. They were 22 churches to start with and now they are only 20 churches. They are very grateful for all the help given by the DBF and also by the Diocese during the COVID period. Their main problem is that congregation numbers have dwindled as people have left and with the cost-of-living crisis people do not have money to give like before. The churches cannot do any fundraising activities as people do not have money and do not want to come and support them. The cost-of-living crisis has caused more Food banks to open, and more and more people are dependent on them. Due to winter and the increase in COVID cases lots of activities are either put on hold or cancelled. More faith, hope and love are needed. They are not asking not to pay Ministry Share but to make it more affordable for churches to pay it.

The Motion was seconded by Mrs Jackie Davies, Warden of St Davids Church, Hubberston, Roose LMA.

The debate was opened, and Revd William Lambert (Bro Cydweli) said he was in support of the Motion. He mentioned how it is so difficult now to heat churches and keep them open, due to the cost-of-living crisis and the price hike of energy bills. He also asked whether the RB of the Church in Wales had thought about this.

The Chair advised that he would take this question to the next RB Meeting.

Revd Dr Matthew Baynam (Glyn Aeron Coastal LMA) asked what was being taught about giving; our congregation members need better education on this subject.

Revd Canon Dr Matthew Hill (Bro Caerfyrddin LMA) stated that maybe we need to think more about the limit of dependency on Ministry Share. He believed that the cost for a stipendiary clergy member is £42,000 (including pensions & stipends). There may be a need to start putting the church of God first before people.

Revd Tim Nelson (Bro Dyfri LMA) mentioned that we need to remember that money comes from our non-church members. He mentioned how in their LMA they have a tearoom which generates income and that it is also helping them to develop their Ministry.

The Very Revd Dr Sarah Rowland Jones (Cathedral) reminded Members that congregations pay for clergy and churches and that the Patrons paid for the church cost. We need to remember that the unacknowledged cost has not been passed on by the RB of the Church in Wales.

Ven Mones Farah (Archdeacon of the 4th Archdeaconry) talked about the new expression of churches springing up all over the world. Our churches are only sustainable if our members receive through them. We are in decline, but there are still churches which are growing. Tithes have to be taught in our churches. We need to boldly talk about giving to our congregation members. We cannot always think only about fundraising events. Outreach in Mission & Ministry is desperately needed. We need to start aiming higher.

15 Minute Break for Coffee/Tea - Ven P R Mackness welcomed everyone back.

Revd Carmen Mills (Bro Gwendraeth LMA) asked if the DBF would consider a group of people to pray regarding the financial problems, as she believed everything is possible through prayer. She said we need to pray more for DBF, our Diocese and for the people on the various committees.

Mr David Thomas (Narberth & Tenby LMA, Worship Leader, DBF Executive & Church Warden of St Elidyr, Ludchurch) – Advised that as a DBF Executive Committee member, he could assure members that their pain was understood. 80% of expenditure is on clergy, which is paid for by churches. There are no simple solutions. The DBF is trying hard to help.

Revd Patrick Mansell Lewis (NSM, Bro Dyfri LMA) Equal importance needs to be given to both financial and spiritual elements. Principles of raising money are important but God always provides at the right time. In his own life God has helped him when he least expected it. We need to remember that God does bless us when we least expect it.

Ven Dorrien Davies (Archdeacon of Carmarthen) advised that the DBF understands the situation in churches and difficulties in raising Ministry Share. The DBF will do whatever it can to help and assist. How do people perceive us now? We are on the cusp of Revival. We have to be aware of our situation. If people do not see Jesus Christ in us they will not respect us. We need to remember that we are the Body of Christ, and we are the Living Stone.

Dr Christine Link the Motion proposer noted her appreciation of the DBF. She said that if the Motion was passed, it will show us a tangible and visible sign.

Ven P R Mackness, opened the vote on the Motion 30 were in favour, 52 were against and there were 25 abstentions.

The Motion was not passed. Ven P R Mackness assured Conference that the DBF would address the matter at their November 2022 meeting.

Ven P R Mackness welcomed and invited Mrs Elizabeth Thomas to take the Chair for the 2nd Session.

11. Year of Pilgrimage Introduction

Mrs Elizabeth Thomas welcomed everyone to Session 2. The Very Revd Dr Sarah Rowland Jones, Dean of St Davids Cathedral was invited to speak about the Year of Pilgrimage, which would be taking place in 2023.

The Dean was asked to be the lead on the Year of Pilgrimage, which sees the Cathedral celebrate 900 years since Pope Callistus decreed that two visits to St Davids equated to one of Rome.

An introduction to the Year of Pilgrimage was given, which included details of the Pilgrimage Staff which was passed on to our Diocese by Bishop June and an explanation about Pilgrimage and how people came as Pilgrims to worship Dewi's God, who is also our God.

During the year, the Cathedral will help people with their own Pilgrimages and assist them with resources. It will be a year of journeying with a spiritual intent. People who consider themselves to be tourists, rather than Pilgrims, are also stirred when they get into the Cathedral. Pause, Renew and Meditate.

The Dean introduced Mrs Janet Ingram, the Cathedral's Education and Pilgrimage Officer, who gave a PowerPoint presentation about the various pilgrimages available. Information was already online on the Website. Two dates to note in July 2023 were 22nd when there would be a Pilgrims Enactment and 23rd, which would be a Diocesan Pilgrimage followed by a 4pm Cathedral Service.

12. Diocese in 100 objects – Diocesan Officer for Pilgrimage – Revd Dr Caroline Jones

The Dean introduced Dr Caroline Jones, the lead for the *Diocese in 100 Objects* project. An introduction to the Project was given; it will be based on 100 artifacts, objects or treasures held within the Diocese's churches. They could include items such as a stained-glass window, an Elizabethan Communion goblet, a tapestry, an intricately crafted kneeler, a fine organ, a lectern, or a poignant wall plaque; whatever it is that we treasure in our churches.

13. Evangelism – Sharing Faith – 4th Archdeaconry

Archdeacon Mones, the Archdeacon for Evangelism and New Christian Communities spoke about the Year of Discipleship and how it had been a success and how that aspect of sharing faith as Christians throughout our lives needs to be continued. He reported that his team was looking into different ways of connecting with communities. Learning ways to reach the unchurched, leading them to Baptism and to become disciples. We need to reach out in our communities and share the Gospel and the good news. Evangelization is honoring blessing in generosity of Spirit and honoring expression.

As churches, Christians, and as communities we have to work in partnership with the 4th Archdeaconry Centres and Plant Dewi to make an impact in our communities.

Plant Dewi Manager Catrin Eldred stated that their motto is to share the love of God. They have a good relationship with the community and clergy who support them. Their Baby Bundles project helps and supports the community greatly, with the project being well supported by the Diocesan clergy, for which she was very grateful and thankful to everyone. The idea is to plant the seed of hope and faith and help communities around them.

Esther Lockley from the Crosshands Centre of Mission explained how this year had been very successful for them in making an impact in the community. They have been able to help people in their communities through outreach projects such as the Little Star Group, a Social Supermarket, Schools drop-in sessions, Impact Church and Chat and Create Group. All of these projects have made a difference.

Michelle Lloyd from the Llanelli Centre of Mission explained about the missional work in the park during the summer months and how they were able to help people in the community by providing 100 picnic meals for adults and 200 picnic meals for children. Also, through this summer's missional work they were able to reach more unchurched people, which has encouraged more people to come into their churches.

14. Discussion

Archdeacon Mones then asked 3 questions. Members were asked to discuss these in small groups for 10 minutes:

1. What is your evangelism and mission strategies?
2. What discipleship resources do you use?
3. What discipleship structures do you use.

Lunch – 1.00 – 2.00 pm

Ven P R Mackness welcomed and invited Mr Tim Llewelyn to take the Chair for the 3rd Session.

15. Clergy Support Trust Presentation

The Chair welcomed Mrs Catherine Cashmore, Head of External Support for Clergy Support Trust, based in London to address Conference. The main points were as follows:

- Clergy Support Trust (formerly Sons & Friends of the Clergy) is the UK's oldest and largest charity focused exclusively on supporting the wellbeing of Anglican clergy and their families.
- an explanation of the wide variety of grants available to support serving and retired Anglican clergy, ordinands and their families, in the UK & Ireland
- debt support is provided through Step Change
- talking therapies such as counselling are also available.
- there is a SPCK eBook library available for ordinands
- A support hub on their website.

The presentation concluded noting that Clergy Support Trust exists to provide confidential and focused support to clergy who are facing financial and other challenges, working directly with beneficiaries but also, when appropriate, in partnership with the Church and other like-minded organisations. Further information was available on their website.

16. St Padarns Institute

This item was cancelled as Chris Thompson had COVID and could not attend Conference.

17. Ecclesiastical Insurance Presentation

The Chair welcomed Mr Chris Brudenell from the EIG to give a presentation. He explained that various insurances are available for churches, especially for old buildings, and that insurance was very important as it was there to protect churches, congregation members and the community around them.

He also mentioned how EIG can help and assist with Open Churches, enabling them to operate safely. Further information to be had by making contact with him or from the EIG website.

He concluded by mentioning that EIG's mission is to protect what matters most to people, with specialist insurance, dedicated expertise, and award-winning service. EIG has been operating for 130 years, from when they were first founded to protect churches, to now, as they help individuals and organisations to protect what matters most to them across a broad range of specialisms.

18. Creation Care & Sustainability – Revd Marcus Zipperlen

The Chair welcomed Revd Marcus Zipperlen, Diocesan Officer for Creation Care and Sustainability, to report on the Diocese's progress towards Net Zero.

Revd Zipperlen explained how Llys Esgob, and the Bishop's house had initially won the Eco Bronze Award and that he had been notified that the Diocese had won the Eco Bronze Award. More churches were registering for the Eco Churches Awards and hopefully this would help the Diocese achieve the Silver Award soon. These were all positive things helping us towards our target of Net Zero.

After the presentation Mr Tim Llewelyn thanked Revd M Zipperlen for all his hard work and then passed the Chair back to Ven P R Mackness.

The Ven P R Mackness thanked the Diocesan Staff, especially Emma O'Connor, the Joint Secretaries, the Chairs, all those who presented items, those who contributed to the debates and discussions, the translator Lynwen Davies, the Archdeacon of Carmarthen and the Dean for the worship and the staff at Nant-Y-Ffin for their hospitality and all the arrangements for the Conference.

The Archdeacon of Carmarthen thanked Ven P R Mackness for everything he had done for the Conference, not only as Commissary today, but also for everything he has done and is doing in the Diocese.

Ven P R Mackness reminded everyone that 2023's Diocesan Conference was on Saturday the 7 October and that the venue would be confirmed. He asked all clergy to keep this date clear in their diaries.

Ven P R Mackness then closed the conference and asked the Dean to lead the Closing worship of Holy Eucharist.

19. Closing Worship

The Dean concluded the Conference by presiding and doing the homily at the Holy Eucharist. Organist - Revd Wyn Maskell, readings by curates Revd Martine Johnson, Revd Sharon Edge, Revd Sue Player and Revd Lesley Pitchford, who also assisted in the Eucharist.

The Conference closed at 4:22pm

St Davids Diocesan Conference Standing Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Ven Paul Mackness, Bishop's Commissary and Acting President of Conference

AGENDUM 5 & 6

STANDING COMMITTEE MEMBERSHIP

Standing Committee consists of 27 Conference Members, its Chair is The Right Revd Dr Joanna Penberthy, Bishop of St Davids. Mr Tim Llewelyn is the Vice Chair and has been chairing meetings in the Bishop's absence. There are 11 Ex-Officio members, 14 Elected members and 2 Co-opted members. There are 12 Clerical members and 15 Lay members. The gender balance is currently 11 men and 9 women with 7 vacancies. The Standing Committee has met 4 times during the reporting period. In the absence of the Bishop the Acting President of Conference is the Archdeacon of St Davids as Bishop's Commissary.

DIOCESAN CONFERENCE PLANNING

The 2022 Conference was held at Nant-y-Ffin, Llandysilio. In the absence of the Bishop (due to illness) the Archdeacon of St Davids acting as her Commissary was President. The Conference was chaired by the Archdeacon of St Davids, Mr Tim Llewelyn and Mrs Elizabeth Thomas – who formed a panel of Conference Chairs and were formally appointed by Standing Committee as such in November 2021. The Conference theme was the Year of Pilgrimage.

Conference planning was carried out by a group chaired by the Archdeacon of St Davids and comprising the Lay Secretary, Vice Chair of Standing Committee, Clerical Secretary, relevant officers and those involved in delivering the agenda. This was the third time conference had been organised by a Planning Group and it has been agreed that this will continue for the 2023 Conference.

ELECTIONS & CONSTITUTION

The new Conference and Standing Committee came into office for three years (until end 2024).

SUB COMMITTEES & REPORTING

The Standing Committee continues to receive all Conference reports at its June meeting, where members are given the opportunity to question the appropriate representative and make suggestions for amendments or additions to reports. All major Diocesan sub-committees are asked to report annually to one of the meetings of the Standing Committee and to brief members on current activities and outlining future plans. Reports from the Directorates of Mission, Ministry and Education were received along with reports from DCSR, Parsonage Board, DBF and Nominations Board. The Standing Committee also receives regular reports from the Evangelism Bid and the Representation Group, which has been asked to look at the representation of women and equality in our structures.

The Children Youth and Families Taskforce, the Climate Change and Sustainability Committee and the Welsh Bilingualism and Culture Committee now report at each meeting of Standing Committee.

Members of the Standing Committee are all expected to serve on at least one other Diocesan Committee, in order to act as a champion and voice for that area of Diocesan work at Standing Committee.

DIOCESAN STRATEGY

In accordance with powers devolved to it, the Standing Committee agreed to co-operate with the Bishop to regroup parishes into a total of 24 Local Ministry Areas (LMAs) as part of the ongoing Diocesan strategy. The LMA of West Cemais was dissolved on 1st January 2023 and the constituent parts split between the neighbouring LMAs of Greater Dewisland, East Landsker and Bro Teifi (the historic parishes of Newport and Dinas transferred to the Archdeaconry of Cardigan).

Standing Committee has had discussions this year around the Children Youth & Families Strategy which it has approved, the Representation of Women and other groups, Evangelism, Discipleship, Climate Change and Social Responsibility/Community Engagement

EVANGELISM BID & CHURCH GROWTH FUND

Standing Committee continues to give its full support to the Diocesan £1.6 million bid from the Church in Wales Evangelism Fund. This grant will facilitate the creation of new church projects, aimed at those who are currently beyond the reach of our mainstream church, targeting specifically the “lost generations”. The Bid has been successful and the through the Fourth Archdeaconry, there are currently two operational Centres of Mission working in partnership with the Church Army. The Standing Committee will also be involved in proposals to get funding from the RB £100 million Church Growth Fund.

NEXT YEAR’S CONFERENCE:

Standing Committee has decided that the 2023 Conference will take place on Saturday 7th October at Newcastle Emlyn Rugby Club. The Theme will be the Year of Salt and Light, focusing on Community Engagement and Social Responsibility

RECOMMENDATIONS

The Standing Committee invites Conference to:

1. Plenary Powers

Delegate plenary powers to the Standing Committee for a further twelve months.

2. Approval of the Report

Accept the Report of the Standing Committee.

St Davids Diocesan Board of Finance

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Mrs Hazel A L Evans, Chair

AGENDUM 7

BOARD MEMBERSHIP:

Note: The Members of the Board are also members of the Executive Committee of the Board.

President: The Bishop
Chairman: Mrs Hazel Evans
Vice Chair: Mr N Roberts and Mr T Llewellyn
Ex Officio: The Dean
The Four Archdeacons.
The Diocesan Registrar.
The Diocesan Director of Education.
Mr N Roberts as Chair of Parsonage Board.
Directors: Rev Wyn Maskell, Mrs JAP Hayward, Mr DG Jones, Mr NJ Evans,
Rev Canon Dr MAR Hill, Mr D J Thomas, Mr NCP Griffin

MEMBERSHIP COMPRISES:

- The Chairman (appointed by the Bishop)
- Nine Ex-officio members
- Six nominated lay members (Two from each archdeaconry)
- Three elected lay members (One from each archdeaconry)
- Four co-opted members, only one of whom can be a cleric

BOARD COMMITTEES:

The Board is served through the work of the following committees:

- Executive: Responsible for the management of the finances and assets held by the Board.
- Parsonage Board: Responsible for the maintenance and upkeep of Parsonages
- Audit and Risk: A statutory committee responsible for auditing Board functions and policies and for the Board's Risk Register.
- Budget Engagement: Responsible for overseeing and making annual recommendations as to, operational budgets, liaising with budget holders, and monitoring and reviewing income and expenditure.
- Endowed Schools: A statutory committee responsible for overseeing matters concerning Church Schools. This includes financial support, renovation and new projects.
- Human Resources: Responsible for developing and reviewing policies and procedures for lay staff in line with best practice and current legislation. It also oversees the Boards relationships with external legal and HR advisers.
- Investments: Responsible for the management and review of the Boards financial investments and the Boards external professional investment managers.
- Ministry Share: Responsible for overseeing, reviewing and developing policies and procedures concerning Ministry Share. This Committee has been amalgamated into the Finance Committee for better Governance
- Ministry Share Appeals: Responsible for the administration of the Ministry Share Appeals processes.

- Property: Responsible for the overview and management of property held by the Board on its own behalf and as Custodian Trustee including the identification of properties and developing the Property Portfolio.
- Widows, Orphans, and Dependants Society: Responsible for providing financial assistance to those widow(er)s, orphans and dependents of deceased clergy.

OBJECTS:

The principal charitable activity authorised by the Articles of the Board is: to promote, aid and assist the objectives of the Church in Wales in the Diocese.

This is accomplished principally by:

- Ensuring sufficient revenue to maintain the level of Mission & Ministry
- Managing the Investment Portfolio to achieve a balance between income and capital growth, without undue risk and maintaining an ethical investment policy.
- Managing the Property owned by the Board or vested in it as Trustees.
- Enabling the efficient administration of other funds held by the Board, to provide advice to parishes, to keep databases and management information and organise committees and communications.

MAIN OBJECTIVES:

- To maintain the level of reserves in unrestrictive funds to ensure financial stability and so to enable the Ministry of the Diocese and pay clerical stipends and other costs.
- To liaise with the Bishop in the implementation of the Diocesan Strategy and to respond to current financial, economic, and ministerial challenges being faced by the Church.
- To manage the invested funds to meet proscribed benchmark returns.
- To endeavour to contain increases in Ministry Share to ensure that it is sustainable and collectable.

Within its responsibilities and duties, the Board continues, through the work of our staff led by the Administration and Property Manager, to identify, manage and promote real property assets whether held in outright ownership by the Board or as a trustee.

FINANCIAL POSITION:

This has again been a difficult year for everyone and for all charitable organisations. The Board is grateful for the support given by the Representative Body of the Church in Wales has continued to support the Diocese and this support has been passed on to our Churches. The Diocese Board of Finance is acutely aware of the challenges facing our congregations and continue to look for ways to ensure that the burden felt by the churches are kept to the absolute minimum. We are grateful as ever for those congregations who have met their financial obligations and continue to work with those who are having difficulties.

Given the many negative effects of the pandemic and despite having to take some money from our reserves, our financial position currently remains stable and healthy. However, we should note that there will be even more challenges in the future as the Board endeavours to provide the resources needed to develop the Bishop's Diocesan Strategy.

The annual external audit of the Board finances was given an unqualified report, which means that we are again operating within the objectives set by the Charity Commission this is a huge complement to the Financer Manager and her staff which was operating on a reduced number of staff for a large part of the year.

THIS YEAR'S CHALLENGES:

As you are all aware Bishop Joanna has suffered from ill health since the end of August 2022 this has inevitably resulted in a lack of Episcopal Leadership. Bishop Joanna has tendered her resignation as of 31st July 2023, we would like to pass on our thanks, wish her a peaceful retirement, a return to full health and our prayers are with her. We have been very fortunate that our three territorial Archdeacons were made Commissaries and have undertaken their roles to continue the Mission of the Diocese and we as a Board very much appreciate the additional work they have taken on. As a Board we also appreciate the role that Bishop Wyn has undertaken by taking the Confirmations and Ordinations. Moving forward the Electoral College will meet on the 16th to 18th October and we pray for a successful outcome for the Diocese.

The Representative Body are releasing £100m over 10 years and every Diocese will be able to put forward a bid for the funds. The Criteria is yet to be determined but it is understood that increasing Mission will be the main theme. Our concern as a Diocese is the reducing number of attendees at church services so one of our priorities would be to maintain the current number of clergy and hopefully increase, so that they can work with the communities and Church Members to bring people back to Prayer and engage with the younger members of our communities to come to services.

We are currently looking at the Diocesan Bilingual Policy which is being led by Archdeacon Dorrien Davies with an aim to ensuring that the whole website is translated and for all correspondence to be available bilingually and also to respond to correspondence through the medium of Welsh. We will be working with the Cathedral to share this resource to potentially reduce costs.

At the time of writing this report there are several vacancies of Lay Members from each of the three Archdeaconries and I hope by the time we are present at the Conference that these vacancies will have been filled. If you get the opportunity to be a Member of the Board please take up this role as it is very worthwhile and you will be part of the future strategic vision of our Diocese.

St Davids Diocese Board of Nominations

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Ven Paul Mackness, Acting Chair 2022, Revd Shirley Murphy, Secretary

AGENDUM 9

BOARD MEMBERSHIP

The Board of Nominations is chaired by The Bishop of St Davids and its members comprise of the Archdeacon of Cardigan, Archdeacon of Carmarthen, Archdeacon of St Davids and the Clerical Secretary, all as Ex-officio members. Additionally, there are two elected clergy; one lay member elected from each Archdeaconry; and one co-opted member. In the Bishop's absence the Archdeacon of St Davids chaired the Nomination Board

THE OBJECTIVES

The main objective of the Nominations Board is to assess and maintain staffing levels effectively in the Diocese, in line with Diocesan mission and ministry objectives and financial budgets. The Board then manages the recruiting process for the Diocese.

ACHIEVEMENTS THIS YEAR

The Board has resumed meeting in person with the ability for members to join by Zoom. The Board has keenly monitored clergy staffing needs in the Diocese throughout the changing landscape of LMAs formations. Ensuring a fair and efficient deployment of clergy across our Diocese is one of the main objectives of the Nomination Board. It is a priority to ensure that LMA clergy and Lay Officers are involved in appointments. Each LMA has a target stipendiary number to which it is expected to adhere; some however remain below their recommended number, and it is in these areas where the Board has given its attention. There are a number of posts still outstanding at the time of this report and a priority list has been agreed by the Board. A number of new clergy from outside of the Diocese have been recruited, some NSML's have moved to stipendiary status and some posts have been filled internally.

CHALLENGES THIS YEAR

Attracting clergy to fill positions has been a challenge this year. It is thought to be a widespread problem, with the Church of England describing similar difficulties. It could also be attributed to the current political and economic landscape, causing people to be hesitant to move, preferring to stay in areas where there are generally better employment opportunities for their families. In the past year three posts were advertised in the Church Times, however, only the Cathedral Pastor post received any interest.

Maintaining an overall clergy number of 84 has been the most difficult task, however. Exceeding this target has severe financial implications locally as it impacts ministry share levels. Current number forecasts indicate 2023 ending with between 75 and 77 clergy and carrying numerous vacancies.

LOOKING FORWARD

The continuing challenge is to manage to support the Diocesan mission and ministry objectives with this ever-depleting number of stipendiary clergy, whilst keeping a watchful eye on the health and well-being of the clergy and their families.

The whole process of clergy recruitment in the context of LMAs is currently under review by the province, so there are likely to be new procedures to be adopted in the future. Predicting clergy retirements is not an easy exercise as the Diocese can only be sure of a cleric retiring at 70. The DBF has agreed to temporarily fund up to 3.5 additional stipends to assist transition if the number of 84 stipends is reached.

In order to plan for clergy posts to be filled the Ministry Directorate has set up a Vocations Strategy Group led by the Archdeacon of St Davids the other Archdeacons and key Ministry Officers.

St Davids Diocesan Churches & Pastoral Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Ven Paul Mackness, Chair of CPC

AGENDUM 9

COMMITTEE MEMBERSHIP

The Churches and Pastoral Committee consists of the Archdeacons of the diocese, the Bishop, the Chairman or Vice-chairman of the DBF, Chairman of the DAC or another member nominated by them, three members elected by the Diocesan Conference from its own members and three members appointed by the Diocesan Bishop. Nominated and elected members hold office for 6 years. (current sexennial term starting 2020)

THE OBJECTIVES

The Churches & Pastoral Committee is responsible for keeping under review the pastoral needs for church buildings in the Diocese and advising the Bishop and Diocesan Conference accordingly. It continues to fulfil its pastoral role as well as advising on grants and loans connected with church buildings and administering the quinquennial inspection scheme of churches along with the process for the redundancy of churches.

ACHIEVEMENTS THIS YEAR

Much of the work of the CPC has been directed to looking at the effects of COVID on the ability of churches to function.

Following the appointment of Mr Frans Nicholas as Diocesan Inspector of Churches all QIs are now in house giving a consistency of reporting. The Representative Body has agreed to part fund this post for three years.

The system of ensuring that up to date electrical inspection reports for churches has been instigated by the Secretary which is continuing to have positive results.

The CPC is now responsible for the Church Repair Grants previously administered by the Representative Body. This grant is for a maximum of £3000, and applications must fit the grant criteria (shown on Diocesan website). The CPC welcomes applications, which are discussed at each meeting.

CHALLENGES THIS YEAR

A major challenge for the CPC continues to be that all potential church closures follow the procedures that are set to help the process to redundancy. The number of churches asking for closure and redundancy has increased. There also continue to be issues relating to the care of Churchyards and unauthorised activity. The CPC has made the decision to close the pilot scheme for Pilgrim Churches and move to supporting the Provincial Scheme.

LOOKING FORWARD

The CPC will continue to fulfil its pastoral role and look into all matters of the Diocesan Strategy for Growth. The new Church in Wales process for church closure and redundancy will be adopted, it is hoped this will bring greater clarity. It is also hoped that more closed churches will be able to find new ways to be used and cared for.

St Davids Diocesan Advisory Committee (DAC) ANNUAL SUMMARY REPORT

Reporting period: Easter 2022– Easter 2023

Author: Mrs Jan Every, DAC Secretary/Care of Churches Officer

AGENDUM 9

BOARD MEMBERSHIP

The DAC is the principal body who advises the Diocesan Chancellor and is chaired by a lay member of the committee. It consists of 3 Archdeacons, Diocesan Registrar and Secretary as well as both lay and clergy members offering specialty advice such as architecture, archaeology, history, bells, organs, and textile. Membership is voluntary and the Church in Wales relies on the generosity of these volunteers in giving their time and expertise to the DAC.

THE OBJECTIVES

The main objective of the DAC is to manage the faculty process through the online system (OFS) and through meetings and discussions to assist the Chancellor in his determination of full faculty applications. The DAC members are also there to offer guidance and advice.

ACHIEVEMENTS THIS YEAR

The DAC has met 6 times, two of which have included meetings with the Fabric Advisory Committee, (FAC) linked to the Cathedral. 4 site visits were carried out. 53 faculty applications have been submitted onto the OFS. 36 of which were full faculties, 13 List B and 3 List A. Most of the applications are at various stages within the faculty system. Many full faculties are being returned due to lack of sufficient information and evidence as are List B faculties being delayed due to lack of supporting documentation.

CHALLENGES THIS YEAR

The continuing difficulty for the DAC is the number of applications having to be returned to applicants due to the poor standards of some of the supporting documents. Members have tried advising applicants time and time again, which is causing lengthy delays in the applications being forwarded on to the Chancellor for his determination and also causing applicants to becoming frustrated in the length of time that the faculty application is taking. There is also a misconception that when these applications are being returned, applicants think that the DAC have rejected their applications, this is not the case. The faculty process and the timescale involved is still not fully understood and the DAC are continuing to try and address this.

LOOKING FORWARD

The continuing challenge is to manage, support, advise and guide all applicants through the online faculty system, as well as giving advice and support to parishes before applications are submitted. The DAC were hoping to carry out workshops via zoom but felt it may be better to carry out a face-to-face workshop, possibly at an LMA meeting, or through CMD training and LMA Dean meetings, this is ongoing.

The Representative Body have now taken the OFS from being joint with the Church Heritage to going alone and are still looking at how to improve the OFS making it more user friendly and more suited for the Church in Wales' needs.

Parsonage Board

ANNUAL SUMMARY REPORT

Reporting period: Jan – Dec 2022

Author: Mr N Roberts Chair / Mrs N Evans BA FCCA, Finance Manager

AGENDUM 9

BOARD MEMBERSHIP

The Parsonage Board met quarterly during the period under the chairmanship of Mr Nigel Roberts. Membership of the board is comprised of the Bishop, Archdeacons, clerical and lay representatives, a clergy spouse representative, and co-opted members who have specialism in matters such as property management, valuation and construction. The Parsonage Board Inspector and the Assistant Head of Property Services for the Representative Body also attend together with the Diocesan Secretary and Finance Manager. Stanley Jones has succeeded Mike Scutt as Parsonage Board Inspector.

THE OBJECTIVES

To manage the Diocesan portfolio of vicarages according to the ministry's needs and to maintain these buildings to a high standard and to manage the reinvestment program.

REVIEW OF 2022

The total income for the year for the Repairs Fund amounted to £722,680 which, after expenditure of £631,824 resulted in a surplus as at 31st December 2022 of £90,856.

Included in the year's expenditure was the planned maintenance programme to clean gutters and down pipes, servicing septic tanks and intruder alarms, the servicing of gas and oil appliances and the 5-yearly inspection of electrical installations, asbestos management and legionella reports. The installation of carbon monoxide detectors in every property continues. The planned maintenance painting programme during this period accounted for 9 repaints with 4 being curtailed because of bad weather and these have been rolled over into 2023. Ongoing expenditure on house movement is significant and forms a large part of the Inspector's workload. Upgrading and replacement of UPVC windows, fascia, and gutters/downpipes carries on leading to a longer timespan between redecorations. 22 properties were subject to various levels of refurbishments while vacant during clergy moves.

In relation to property transactions in 2022 it is pleasing that the energy inefficient vicarage at Aberaeron sale agreed at a premium consideration and will be replaced with a brand-new energy efficient property.

21 properties are rented; and 16 empty properties are reserved for clergy use. The number of empty properties is strictly managed, and the Senior Staff have made significant progress in utilising all vacant properties within the Diocese.

As at 31 December 2022 the balance of the Improvement fund was a surplus of £1,674,449 and the Board's objective is to retain £1 million in reserves to construct three new vicarages at any given time together with an additional £100k to be retained as a floating fund for the upgrading of existing property.

CHALLENGES

The challenges continue to be in responding to the external factors affecting property management not least the variable and challenging property market in the Diocese and the issues in dealing with older properties such as defective title and restrictive covenants. Also, the long process for prospective purchasers to obtain confirmation of mortgage funding causes delays in the completion process particularly where there is a refurbishment charge. EPC minimum benchmark is E and further uplift to C in 2028 will have implications for our portfolio of rented properties with many becoming non-compliant. Moving away from fossil fuels especially open coal fires and multi fuel burners to achieve the carbon reduction goals required.

St Davids Diocesan Board of Finance – Finance Sub-Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Timothy J. Llewelyn, Chair, Budget Sub-Committee

AGENDUM 9

The Finance Sub-Committee meets on a quarterly basis and comprises Clerical and Lay members of the Diocesan Board of Finance (DBF). The Diocesan Secretary and Stewardship and Support Officer also attend. It replaces the former Ministry Share and Budget Sub-Committees as the Board felt it appropriate to combine the two. The Sub-Committee is charged with: -

- Setting the DBF's annual budget, seeking engagement from budget holders and key stakeholders ahead of approval by the DBF's Executive Committee.
- Regular review of Income and Expenditure, identifying trends and proposing remedial actions where necessary.
- Forecasting future activities and their budgetary implications.
- Regular review of Clergy numbers taking into account new appointments, ordinations, movements into the Diocese and forthcoming retirements.

Areas that were discussed included the following: -

- Ministry Share is the single largest source of Diocesan income so it is appropriate that time is invested discussing and agreeing its allocation and then monitoring the contributions that Churches make. The Sub-Committee works closely with the Stewardship and Support Officer, directing him to engage with particular Churches and receiving reports on progress.
- The DBF is yet to fully recover from the effects of the horrific global pandemic and the Sub-Committee advised the Board on options to allocate the significant support it received from the Representative Body of the Church in Wales. The Sub-Committee is ever mindful of the financial pressures facing Churches but always strives to ensure a 'felt fair' approach in all its financial dealings.
- The annual budget setting process receives a significant amount of attention and this has led to the budget now being agreed much later in the year. It is accepted that this does delay the calculation and advice of Churches' individual Ministry Share. The delay in budget agreement does though mean that the Sub-Committee and the DBF Executive are able to have as much up to date financial information as possible.
- The Audit and Risk Committee are in the process of updating the Diocesan Board of Finance Risk Register and asked all Sub-Committees to identify current risks in their own particular areas. These have now been identified from a Finance perspective and discussions are ongoing to ensure that the appropriate mitigating actions are in place.

St Davids Diocesan Board of Finance – Audit and Risk Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Ven Paul Mackness, Chair, Audit and Risk Committee

AGENDUM 9

The Audit and Risk Committee meet on a quarterly basis, its role is to oversee and advise the DBF on matters relating to the annual external audit, the assessment or risks affecting the DBF and scrutiny of budgetary matters within the total return of the DBF's financial position.

The A & R Committee take responsibility for the DBF's Risk Register and in the past year a new Risk Register format and content has been completed in line with the recommended model from the Charity Commissioners and used by the RB. Risks are regularly monitored and revised, individual Trustees and Officer are assigned to each risk.

Tendering for the Board's Professional Advisers is also under the remit of the A & R Committee and a new rolling programme has been agreed with Legal and Property Agents being looked at in 2023. The A & R Committee has also taken responsibility for ensuring that all Board policies are regularly reviewed by the relevant committee.

The complexities of GDPR requirements post Brexit are also being looked at and following new legal advice the A & R Committee will oversee the GDPR Data Audit and subsequent policies. For the purposes of GDPR, the Diocesan Board of Finance is the legal entity for the Diocese. LMAs will need to undertake similar exercises and training for this is being planned.

St Davids Diocese Endowed Schools Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: David Thomas, Chair / Miss Emma O'Connor, Property Manager

AGENDUM 9

The Endowed Schools Committee (ESC) meets four times per year, is chaired by David Thomas and comprises Clerical and Lay Members of the Diocesan Board of Finance. It is charged with: -

- Responsibility for providing financial support towards repairs and renovation projects in church schools together with the management/disposal of redundant school properties.

The Committee also:

- Assists the Diocesan Director of Education (DDE) in deciding the allocation of finance / funds for minor and capital projects on church schools.
- Manages the disposal of redundant school properties in liaison with the relevant legal adviser and in accordance with the agreed procedure to be adopted where a reverter exists.

The ESC has resumed meeting in person with the ability for members to join by Zoom during the past year. We have continued to strengthen our existing links and connections with our Diocesan Schools, Local Authorities and other Diocesan Committees. We continue to have open discussion and debate around some of the major challenges faced in the Diocese; these have included a wide variety of issues ranging from the devastating fire at Manorbier to various issues concerning equipment and fabric upgrades within Diocesan schools – a number of legal issues are also ongoing.

Maintenance and repair issues remain high on our agenda – with planned and emergency works being carried out on our buildings as required.

St Davids Diocese Grants Sub-Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Ven Dorrien P Davies, Chair

AGENDUM 9

The Grants Committee is the regulatory body that allows the allocation of grants requested by churches in LMAs that have applied for grants of up to the sum of £3,000.

The sub-committee meet three times a year to consider applications which support initiatives to encourage and progress the Mission of the Local Ministry Area (LMA).

The Committee give priority to those applications that seek to:

- Grow numbers
- Grow spiritual commitment
- Grow in service to God through outreach in the local community

LMA Grants are **not** available for: the sole use of individual church projects or equipment for individual church projects.

Applications need to demonstrate:

- ✓ **Relevance:** That the application complies with the criteria
- ✓ **Competence:** A fair chance of delivering the project competently and on time
- ✓ **Plausibility:** Establishes a route that will result in the growth of the LMA
- ✓ **Comprehensiveness:** All questions answered to give Committee Members a clear picture of the intention.
- ✓ **Sustainability:** Larger / long term projects continue when grant finishes or personnel move on.
- ✓ **Good Practice**
- ✓ **Capable:** of evaluation
- ✓ **Approval:** by LMA Leader/Forum prior to application submittance

Other grants are available, visit: <https://stdavids.churchinwales.org.uk/en/resources/>

St Davids Diocesan Board of Finance - HR Sub-Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Mr Timothy J Llewelyn, Chair, HR Sub-Committee

AGENDUM 9

The Human Resources (HR) Sub-Committee meets on a quarterly basis and comprises Clerical and Lay members of the Diocesan Board of Finance. The Diocesan Secretary also attends.

During the year a varied and wide range of topics were discussed and throughout, quite rightly, the Sub-Committee ensured that colleague welfare was treated as a priority.

Areas that were discussed included the following: -

- Introduction of a Staff Handbook which outlines working practices and procedures for Diocesan Officers. This was produced in consultation with JCP Solicitors who provide the Board with professional HR advice.
- Post pandemic working arrangements were discussed and agreed where the Board were eager for a 'Business as Usual' approach to be achieved as soon as practically possible.
- During the year a number of colleagues left the Board and this led to a significant amount of recruitment activity. Particular challenges were encountered in identifying suitable candidates for Finance Department roles where the services of professional recruitment agencies were engaged. It is hoped that all current vacancies will be filled in the very near future.
- The Audit and Risk Committee are in the process of updating the Diocesan Board of Finance Risk Register and asked all Sub-Committees to identify current risks in their own particular areas. These have now been identified from a HR perspective and discussions are ongoing to ensure that the appropriate mitigating actions are in place.

Diocesan Board of Finance - Investment Sub-Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Mr Dan Jones, Chair, Investment Sub-Committee

AGENDUM 9

The Investment sub-committee meets for at least four meetings in the year and includes Clerical and Lay members from the Diocesan Board of Finance. At two of these meetings we are also joined by Alex Dow and Libby Barrett who manage our portfolio on behalf of our Advisor's Rathbones. At those meetings the sub-committee are given an in depth and very professional presentation of the Portfolio which includes past, present and future prospects and concerns. Our agreed strategy with the Advisors is category four (one is low risk with six high) which is for medium to long term aims in both capital and income. Although this level appears to meet our needs, at our last meeting, it was agreed to review with a simple questionnaire, to be completed by the Trustees of the sub-committee, which will be analyzed by the advisors with the outcome then discussed before any proposal of any change if needed is brought before the Board. The advisors are also fully aware and abide by our Investment and Ethical Policies which are reviewed by the sub-committee on an annual basis. These at present are identical to the Church in Wales policies and can be viewed on the websites of both St Davids Diocese and Church in Wales. As agreed last year we continue to hold no stocks with a Russian connection due to the continued war in Ukraine. In addition, at our last meeting the sub-committee agreed that we should not hold now or in the future any holdings in TESLA (Elon Musk).

In the Portfolio are funds that are held in trust for Parishes but the Cathedral has now received all monies that were held on their behalf, hence the reduction in total value as below. Following recommendation from our Auditors the Trust funds, where they are able, are being released to the beneficiaries with most of the trusts up to £10,000 already released and now documentations are in hand for the ones over £10,000.

Withdrawals from the Portfolio are made, when requested directly by the trusts or when requested by the Board to support their expenditure and ministry share. A small monthly Interest/Income withdrawal is also made to assist with the Budget. Following the Auditors recommendation, we are not in the position to accept any new trust monies and suggest the Church in Wales is contacted directly, as they have the facility to do so.

The stock market has recovered well however we are all aware of the continued problems with inflation, interest rate rises, risk of recession, Energy Crisis and political issues which obviously affect the markets and our portfolio. At our last meeting, on the 17 April with the advisors, the portfolio value was £5,620,850 of which only approximately 47 % is owned by The Diocese and the remainder being the monies held in the Trusts mentioned above. At that date and for the last 6 months our portfolio had increased by 6.27% (6.11 after fees). Figures also given for the last three years were up by 26.42 % (24.34 % after fees)

Every three years there is a review of all Professional Advisors that the Diocese uses but because of COVID these have been delayed but will be done within the next two years.

We have recently been advised by Rathbones of their combination with another Financial Advice Institution being Investec Wealth and Investment U.K. They have confirmed that it will not affect any of our dealings with them and that Rathbones are still the major holder and our Advisors will continue to act on our behalf.

On a personal note, I have served the Diocese as a Trustee for nearly 15 years and have decided not to seek re-election at the AGM in July and as you read this I will obviously have already left. I would like to thank all the Staff, Clergy and fellow lay Trustees for their help and friendship and wish them all the best for the future when some very hard decisions will have to be made.

St Davids Diocese Property Sub-Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Mrs Hazel A L Evans, Chair and Miss Emma O'Connor, Property Manager

AGENDUM 9

The Property Sub-Committee (PSC) meets four times per year, is chaired by Mrs Hazel Evans and comprises Clerical and Lay Members of the Diocesan Board of Finance.

It is charged with: -

- Managing the overall secular estate of the DBF (consistent with approved policies, strategic objectives and budgets set by the DBF).
- Complying with all legal and safety regulations in respect of any let property.

The Committee also aims to maximise the property portfolio and therefore its income, in order to assist the Board with its budget setting, so that there is a reduced request from our Churches for Ministry Share.

The PSC has resumed meeting in person following the pandemic, with an option for hybrid meetings over Zoom. During the past year our overall engagement with LMAs/Parishes, Community Groups and Associations regarding various property matters has increased and this has been largely positive.

Some delays still continue with services such as those run by Land Registry and Local Authority Planning Departments, however, things are moving albeit more slowly than normal.

Diocesan Board of Finance – Widows Orphans and Dependents Society

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Mrs Nia Evans, Finance Manager

AGENDUM 9

Of the widows receiving a pension from the Representative Body of the Church in Wales during 2022, 7 of these had income below the increased target level of £17,290, as agreed by the St Davids Diocesan Pensions and Assistance Committee. Grants were paid from the funds of the Provincial Society in order to bring their income up to the target figure.

In order to facilitate the payments of the required level of grants to those widows with income below the target figure, the Diocesan Pension and Assistance Committee contributed £28,600 to supplement the Provincial Society Fund.

The Diocesan Pension and Assistance Committee were pleased to be able to make an additional grant of £150 to each of the widows at Christmas time, totalling £6,900. The widows who received the grant at Christmas have all expressed their thanks. A social gathering has not been organised for the clergy widows due to Covid restrictions.

The Diocesan Pensions and Assistance Committee wishes to thank those parishes who have sent donations totalling £150 to assist with its work. To help meet the increasing demands of the fund, £30,346 capital would be withdrawn from Trust 464.

The balance at 31st December 2022 of £3,255 is available for future grants requested by widows / widowers to meet unexpected expenditure.

Directorate for Education

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Rev'd John Cecil – Diocesan Director of Education

AGENDUM 9

MEMBERSHIP

The Education Directorate is chaired by the Archdeacon of St Davids, the lead officers are the Director of Education and the Schools Officer, along with Mrs Abi Hook who acts as secretary. The membership of the Directorate is made up from representatives of the Standing Committee, Church School Heads, Bishop's Visitors, Clergy and School Governors.

THE OBJECTIVES

The Directorate for Education oversees the work of church schools in the Diocese. This is primarily done through the Diocesan Director for Education, the Schools Officer, and our Foundation Governors and Bishop's Visitors. The Endowed Schools Committee is responsible for the funding of our Voluntary Aided and Voluntary Controlled Schools and is the financial wing of the Education Directorate. The Education Directorate meets as the Schools Committee three times a year – equivalent to once a term – these have returned to in person meetings.

ACHIEVEMENTS THIS YEAR

The Directorate has been involved with the implementation of the Curriculum for Wales, the creation of a new Church in Wales Syllabus for RVE and major revisions to the Section 50 inspection process. The Director of Education has engaged with the Local Authorities to secure high quality leadership for smaller schools who are unable to employ a full-time Headteacher. This model has worked well, especially in Pentip VA. There has been greater collaborative working between VA schools through regular VA Headteacher days and this has provided much needed support. A very few schools are in Estyn support categories, and this is indicative of the high quality education that Church schools in the diocese provide.

CHALLENGES THIS YEAR

Schools are finding it a challenge to produce balanced budgets, with smaller schools being disadvantaged the most. The fire at Manorbier VC school and other maintenance issues in VA schools have taken a great deal of time to resolve and there remains some outstanding issues to address. The new curriculum has challenged schools this year and the more pluralistic nature of RVE is something that schools have worked hard to adapt to.

LOOKING FORWARD

The Directorate looks forward to continuing to work with Church schools, Foundation Governors and others in furthering the provision of faith-based education in the Diocese. The recruitment of high-quality leaders for the future remains a priority. The Directorate will continue to encourage schools to work collaboratively and provide professional learning for all staff as the implementation of the new curriculum continues.

Children Youth & Families Taskforce

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Ven Paul Mackness, Chair of Taskforce

AGENDUM 9

TASKFORCE MEMBERSHIP

The Taskforce is chaired by the Archdeacon of St Davids. The membership comprises representatives from the Education Directorate, the Fourth Archdeaconry, the DCSR/Plant Dewi and clergy with an interest/experience in Children, Youth and Families work, further members have been appointed from the Standing Committee.

THE OBJECTIVES

The main objective of the Taskforce is to bring together all the relevant Diocesan bodies that work with Children, Youth and Families in order to provide “joined up” thinking and an end to silo working. The Bishop asked that the Taskforce be formed in 2019. The Taskforce oversees all Diocesan work in relation to Children Youth and Families, under the Directorate for Education. The Taskforce oversees the strategy budget set aside for Children, Youth and Families work and with the Grants Committee looks at applications for grants toward Children, Youth and Families work. There is a desire to engage with Children and Youth directly as part of the creation of a strategy.

ACHIEVEMENTS THIS YEAR

The Taskforce has met regularly in person and with the ability of members to join via Zoom. The Revd Sophie Whitmarsh has been appointed to the post of Children, Youth and Families Missioner, as a 0.5 Diocesan Post with 0.5 Priest-in-Charge post in the Daugleddau LMA. The CYF Missioner has drafted a CYF strategy for the Diocese which has been approved by both the Taskforce and the Standing Committee and coordinate work with LMAs, members of the Taskforce and Fourth Archdeaconry. The Taskforce awards grants to churches, church organisations, LMAs and Schools of up to £1000. From the Fourth Archdeaconry, there is the possibility of up to 20% time per Centre of Mission Evangelist to assist LMAs with CYF work. A successful pilot Diocesan Youth Pilgrimage was undertaken in 2022 and another is planned for 2023.

CHALLENGES THIS YEAR

The lack of engagement from some LMAs when requested for information or assistance. This was noticed in relation to the Church Army research last year and in engaging with the new CYF Missioner.

LOOKING FORWARD

Working with the CYF Missioner to roll out and develop the 5-year strategy.

Ministry Directorate

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Revd Canon Dr Rhiannon Johnson, Director of Ministry

AGENDUM 9

MEMBERSHIP

The Ministry Directorate is chaired by the Archdeacon of Carmarthen and its members comprise the Archdeacons, the Director of Ministry, and the officers responsible for championing different forms of ministry development in the diocese. The Directorate meets formally three times a year, but the officers continue to work individually and collaboratively throughout the year.

THE OBJECTIVES

The Ministry Directorate oversees the provision of lay and ordained ministry in the Diocese including discernment and training. The Directorate advises the Bishop on ministry policy, but its main focus is on delivery, co-ordination and ministry development.

ACHIEVEMENTS THIS YEAR

The achievements of the year will be mainly covered in the reports that follow. In addition, the Directorate completed the first round of MDR. Out of that process came a call for support for clergy to continue studying and the idea of forming an online study group meeting monthly. This has been formed and has looked at how Biblical studies and preaching can be integrated, sin and salvation and resurrection. A diocesan course has been designed and begun to train those who already are mature Christian and good listeners in the extra skills and wisdom needed to become Spiritual Directors, also known as Spiritual Accompaniers and/or Soul-Friends.

The first Anna Chaplains and Anna Friend in the Diocese were licensed in October, after a period of training. This is a ministry supported by the Bible Reading Fellowship working with older people and it is to be hoped that it will flourish in the Diocese.

In addition, an on-line group to resource and support worship leaders has been started and is planning its first face to face session in June. Members of the directorate also ensure that the provision of a weekly homily and morning prayer service in both Welsh and English, which was begun in Covid, continues to be published on the Diocesan website.

Provincial meetings have restarted, and the Representative Body has appointed a provincial ministry officer for the province. His first order of work will be overhauling the discernment process and it is planned to have a new system in place for September 2025.

At Easter 2023 there were in training for ordained and licensed ministries

- 3 discerned and waiting to begin training and one Reader candidate waiting for discernment
- 8 in training (2 for stipendiary ordained, 2 NSM, 3 NSM(L)), 1 for Reader Ministry)
- 6 in the early stages of ministry (5 deacons of whom 2 are stipendiary and 4 are NSM(L) and one Reader with a specialism in Children's Ministry)
- 6 in the first year of priesthood (2 stipendiary, and 4 NSM(L)).

CHALLENGES THIS YEAR

Maintaining the Directorate's work is always a challenge, given that most of the officers combine their responsibilities with other ministries. In addition, it is hard for Bishop's Advisor to know how to proceed in the absence of bishop to advise. In the summer of 2022, most of the Directorate went to St Padarn's for a day to try and re-establish some channels of communication. This made a start but was not all the directorate had hoped for.

2023 will be the first year since the scheme started when there will be no NSM(L) ordinands coming to be deaconed. The one candidate was, tragically, diagnosed with terminal cancer. He was ordained to both the deaconate and priesthood in a very moving service in October 2022 and passed into glory a few months later.

LOOKING FORWARD

Much of the Directorate's work is on-going and will continue. In addition, in the coming year, At Easter we will begin a second round of Ministerial Development Review, getting closer to our aim of making it an annual event. We will be celebrating the tenth anniversary of NSM(L) ministry in the Diocese. A Provincial scheme in being launched for apprenticeships in Christian ministry. This is a partnership between St Padarn's, Coleg Sir Gar and the Senedd. LMAs and parishes in the Diocese will be able to make use of this important way of growing new ministers. In addition, the whole process of discerning vocations to ordained and Reader ministries is changing. The new scheme should be in place for September 2025, so the coming year will see work on developing the new scheme and re-training those involved in delivering it.

Readers (Licensed Lay Ministers) Report

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Ruth Evans, Warden of Readers

AGENDUM 9

Yet again, this year, Readers have excelled in officiating at services and keeping LMA's flourishing. Some Readers are also Focal Ministers in their own churches. Readers do pastoral care and bereavement ministry which includes officiating at funerals, as well as chaplaincies.

On 23rd to 25th September 2022, some Readers attended the Provincial Readers Conference at the Metropole Hotel, Llandrindod Wells. The theme of the conference was entitled "Healing, Wellbeing and Reconciliation".

On Saturday, 8th October 2022, the Annual Diocesan Readers Day was held at St Davids Cathedral. This was the first one to be held in person since October 2019, due to the pandemic of Covid 19. One new Reader was licensed, and one Reader was welcomed from another diocese. Readers renewed their vows. The theme for the afternoon session was "Politics and Preaching".

On Saturday, 18th March, 2023, the Zoom Readers/LLM Support Day was held. The theme was preaching.

The number of Diocesan Readers has remained constant this year. Currently, there are two Readers in training: one to be licensed in 2023 and one in 2024. We welcome one Reader from another diocese this year.

Readers join clergy on CMD Days. Thanks to all clergy who support Reader Ministry and thanks to the staff at the Diocesan Office for their guidance and support.

Initial Ministerial Development (IME), ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Revd Jonathan Parker, IME Officer (from September 2022)

AGENDUM 9

THE OBJECTIVES

IME is the training provided specifically for newly licensed ministers (NLMs), both curates and Readers, during the initial years of their ministry. It typically lasts between two to four years, depending on the minister's and diocese's needs. The IME officer's role is to provide pastoral support for the NLMs and additional training opportunities as the need arises. The officer seeks to ensure fruitful relationship with training incumbents through the establishment of 'Learning Agreements' and on-going contact, to ensure NLMs have a Spiritual Director, and to monitor their progress through each year and report to the Bishop.

ACHIEVEMENTS THIS YEAR

Five deacons and six priests were ordained in June 2022. Six priests and one deacon were ordained in 2023. There are around 17 curates in the IME programme at present though some will have finished curacy by October. Since September one training session has been arranged in each term covering pastoral care, creation care, funeral ministry and guidance around deliverance ministry. The IME officer interviewed all candidates for priesting before the reporting cycle commenced.

CHALLENGES THIS YEAR

Many of the curates are non-stipendiary ministers and some are still in secular employment. It is important to schedule events to enable everyone to attend and this may mean weekend and evening sessions. St Padarn's takes care of provincial training requirements and these sometimes fall at busy times for curates adding pressure.

Some curates, and training incumbents, are difficult to get hold of or slow to respond to requests for information. In the past, curates have been left without support when clergy retire or have training incumbents unused to providing training. We need to ensure that curates are not disadvantaged in such circumstances and the Director of Ministry is already putting things in place to address this. More input in and support of Reader Ministry is needed as this has been largely left to the Warden of Readers.

Continuing Ministerial Development (CMD) ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Revd Lynn Rees, CMD Officer

AGENDUM 9

CMD are training opportunities provided for licensed ministers to support their continuing professional development. Attendance is compulsory for full-time stipendiary clergy and optional for self-supporting ministers. Licensed readers are also invited to attend CMD training sessions.

Three Diocesan led CMD training days are held each year, together with a Provincial Program of CMD sessions led by St Padarns Institute which are held both in person and online. Over the past year diocesan CMD training sessions have been held in person on the following subjects.

- Monday 10th October 2022: “Answering God's Call: Recognising and Nurturing Vocation led by Rev. Marcus Zipperlen
- Monday 20th March: Building Effective Teams led by Rev. Lynn Rees.
- Monday 3rd July: Ministry with Children and Young People led by Rev. Sophie Whitmarsh

St Davids Diocese College of Spiritual Directors

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Revd Andrew P Johnson, Chair

AGENDUM 9

Spiritual Direction carries on as normal with some directors prepared to work online as well as those who have gone back to face to face consultations. The directors continue to offer their services free of charge to those who request them, but matching directors and clients is always a challenge.

In the past year, the Diocese has begun its own course to train Spiritual Directors (also known as Spiritual Accompaniers and Soul Friends). The course is currently in progress and will consist of three 48-hour residentials, monthly practise in listening skills in small groups and a monthly 'book group' looking at some of the Spiritual Classics. There are six candidates on the course. After assuring us that they had no intention of running another course, St Padarn's has advertised their course again and a number of people from the Diocese have applied.

On a Provincial level, the representatives from each Diocese continue to meet regularly. In the reporting period, they have been working on a provincial code of conduct, clarified issues around insurance, and produced materials for a provincial year of prayer.

In the coming year, we hope the newly trained directors will help ease the strain on our existing pool of soul friends and help extend our services further.

Fellowship of Vocations

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Revd Sophie Whitmarsh, Coordinator (Interim)

AGENDUM 9

BOARD MEMBERSHIP

The Fellowship of Vocation is made up of over 60 lay members of the diocese who are exploring vocation, 6 chaplains both lay and ordained and 1 coordinator.

THE OBJECTIVES

The objective of the Fellowship of Vocation is to actively encourage and grow vocations, be a resource for those exploring a calling on their lives and a support network for those going through the discernment process.

ACHIEVEMENTS THIS YEAR

The Fellowship of Vocation met in November at the annual Fellowship of Vocation Conference, this year held in the Ivy Bush hotel, and over 30 delegates attended. The conference was successful with some helpful feedback with regards speakers and venue. The conference had several speakers this year, different from previous years, enabling discussion on a range of vocations. The vocations advisors were also present, and it was an excellent opportunity for people to gather and catch up with the advisors. Two new chaplains were appointed this year. All chaplains continue to meet regularly with their groups, and the coordinator now meets with the Chaplains a few times a year to touch base and ensure everyone is being looked after. The Fellowship have had a number of comments this year about how helpful it is to have a support network in place when exploring vocations.

CHALLENGES THIS YEAR

The initial challenge this year, following the previous coordinator's move, was ensuring the list of people still interested in being a member of the Fellowship of Vocation was up to date. This is a work in progress and continues to be a challenge.

It was tradition for the Fellowship, prior to covid to meet in the summer as well as in November. This has not happened this year for several reasons, but it is the hope that this will be reintroduced in the coming year. It's an excellent opportunity for the Fellowship to gather and just enjoy one another's company, usually with the Bishop present. It's an opportunity for the bishop to get to know those who are looking to serve in some way.

LOOKING FORWARD

The Fellowship of Vocation seeks to continue working alongside the vocations strategy team, the vocations advisors and the Children, Youth and Families Missioner, to further encourage and engage with various vocations within the church. We would hope that in the coming year a Youth arm of the fellowship will be developed.

This year the conference will be in the Ivy Bush hotel again, and we are hoping to have one speaker looking closely at rural ministry and another at church planting. These speakers enable the fellowship to reflect upon how individuals experience different types of calling, whilst giving a broader understanding of the wide range of ministry the Church in Wales engages with.

Vocations

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Revd Mark Ansell, Vocations Coordinator

AGENDUM 9

During the past year we have been encouraged by a small increase in the number of people seeking formal vocations advice. At the time of writing there are nineteen individuals progressing through the discernment process, including both stipendiary and non-stipendiary ministry and the diocese is now seeking to attract younger candidates through a series of special initiatives.

The Vocations Working Group have met regularly throughout the year to monitor progress of individuals, to oversee the discernment process, and to plan initiatives to raise the profile of vocations.

There has been a small change in the make-up of the team of vocations advisors, who have all received the necessary training. They are spread throughout the diocese, and include fluent Welsh language speakers. Their contribution is appreciated, as this responsibility comes on top of their current workload.

There are a number of vocations events planned for 2023, and most of these will have already taken place by the time of the Diocesan Conference.

The vocations team continue to work closely with the Fellowship of Vocation to ensure that the appropriate pastoral support is in place for applicants as they proceed through the system.

Focal Ministry

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Ven Dennis Wight, Focal Ministry Officer

AGENDUM 9

FOCAL MINISTRY

It is evident that an individual priest model of ministry seemed that the vicar did everything while the congregation remained passive. The Focal Minister is not a part-time, unpaid “second-best” parson. Their role is to enable and lead the ministry of the people in the local church and to energise them for pastoral ministry and mission, from a position at the heart of the church community. They are not lone warriors or gate keepers but part and parcel of the team in a Local Ministry Area.

Easter 2022 – Easter 2023

The Digest for Focal Ministry has been revised and other protocols are in process. The Officer for Focal Ministry has met with the Archdeacons. The Grove Booklet “Leading One Church at a Time” has been sent to all present LMA Chairs and Deans. Several LMA Deans have been seen to discuss the booklet and future possibilities once LMA Areas have bedded in.

Looking ahead: Conversations will be had with those engaged with local congregations and communities as the “Go-To” person. Not all are known as Focal Ministers but are nevertheless working as non-stipendiary local coordinators for worship and events. The Senior Staff are confident that the principles of “Leading One Church at a time” offers a pathway for the diocese to free up Stipendiary Priests to lead, teach, enable and inspire whilst avoiding “burn-out”! Therefore, the staff will be setting up familiarization sessions for LMAs during 2023

St Davids Diocese Mission Directorate

ANNUAL SUMMARY REPORT

Reporting period: January to December 2022

Author: Venerable Eileen Davies

AGENDUM 9

DIRECTORATE MEMBERSHIP

The Mission Directorate draws together the work of several teams: Communications, Pobl Dewi, World Mission, Ecumenism, Interfaith, Faith and Tourism under the chairmanship of the Archdeacon of Cardigan. It now also includes input from Plant Dewi, Tir Dewi, and informally from the Diocesan Evangelism Group which works separately.

THE OBJECTIVES

The Diocese maintains a variety of outward-focussed ministries. To make sure that these ministries have a measure of understanding of, and encouragement for each other's work, the Mission Directorate has met twice during the last year to exchange ideas.

ACHIEVEMENTS THIS YEAR

The main objective which the Directorate has been able to achieve is to bring together good working practices, share ideas, and draw upon each other's strengths, realizing teams work individually also, which has an impact on all aspects of Mission within the Diocese.

The Communications Team through Pobl Dewi are reaching the length and breadth of the Diocese, with published magazines returned after the online versions throughout the COVID pandemic, which shares up to date knowledge of what is happening within the Diocese and discusses in depth topical issues. The question of the future of the printed version of Pobl Dewi was discussed, as well as what of the future of this quarterly magazine. The conclusion was great appreciation of the vast variety of topics discussed, as well as a colourful, informative magazine which is the envy of many Diocese. Thanks are offered to the Editorial team, and a special thanks to Tessa Briggs who has been the Editor of Pobl Dewi for many years and has decided to step aside for a well-earned rest. Our heartfelt thanks Tessa.

Social Media channels have continued to play a vital role in Diocesan communications throughout the year, engaging in Prayer and Worship, reaching people where they are, and building upon the lessons learnt throughout the pandemic, acknowledging the continued need for streaming services. The Calendar of Intercessions under the new editor Rev Lorna Bradley, is available via the Diocesan Website, and engagement with the Website is encouraged to communicate all that is happening within the Diocese.

World Mission focuses its engagement within the project in Bukavu. The Library supported by books from St Davids are used to aid Christian Education, with World Mission sponsoring the education of a young girl through Nursing college. The Lambeth conference was held in 2022, with Bishops welcomed to the Diocese.

Ecumenism have been building relationships with all the different traditions of Christian worship, and growing partnerships to share together resources for worship. All LMA's have been challenged to take up at least one ecumenical venture during the year, and encouraged to take on board ecumenical events, realizing the benefits of technology. Reverend Canon Huw Mosford retired as the Ecumenism Officer for the Diocese in 2022, and thanks are expressed to him for all the hard work he engaged in promoting Ecumenism throughout the Diocese.

Interfaith has seen the greatest need for building relationships across all the different faiths, especially within the Muslim community during the last year, and sharing from each others understanding of the core values of each of our faiths has been vital. Reverend Shirley Murphy has been appointed the Interfaith Officer for the Diocese.

Faith and Tourism encourages churches to open its doors, and welcome visitors, to engage in the Christian worshipping family of the church, as well as to learn of the history of the building and the area in which the church is situated. The work includes promoting the churches via Tourist Information Centres, and Faith and Stones Trail.

Plant Dewi and Tir Dewi are working hard to share Christ's love with young families and the rural scene within the Diocese, with full reports included under DCSR.

The New Christian Communities and Evangelism Team have two Impact 242 centres, with 2 staff members in each, namely Merlin's Bridge and Crosshands. The Team leaders are reviewing the visions, impact and long term strategy, looking for further pioneer evangelists. University Trinity St David's Chaplaincy is shared between Carmarthen and Lampeter. Thy Kingdom Come initiative is planned for May in each Archdeaconry.

CHALLENGES THIS YEAR

All the teams under the banner of Mission continue to look for opportunities to enthuse churches at the local level for the vision of growing in unity with other denominations, sharing good practices, and sharing the Gospel. There are places which have caught this vision, but the team would hope to see more activity.

How do we do Mission, lessons learnt in reflection of the past year, and how we proceed for the glory of our Lord is the question we welcome feedback from you?

LOOKING FORWARD

The New Christian Communities and Evangelism Group, have their own identity and are looking forward to planting new churches and teams throughout the Diocese.

Work with children and young people is clearly vital, and the Diocese will be actively seeking ways to help foster new initiatives and develop existing ones in the year ahead.

Communications Team

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: David Hammond-Williams, Chairman

AGENDUM 9

TEAM MEMBERSHIP

The Communications Team is made up of a range of clergy and lay members, each bringing specific skills to the table.

OBJECTIVES

The main objective of the Communications Team remains to assist and encourage better communication, both internal and external, and be pro-active in meeting such responsibilities as the diocese may place upon it from time to time.

ACHIEVEMENTS THIS YEAR

The Team met four times during the period. Notwithstanding the relaxation of Covid-19 restrictions, it was decided to continue our meetings electronically as this afforded more flexibility, especially for clergy members, reduced travelling and thus diocesan finances.

- Publication of *Pobl Dewi* continues to be the team's principal contribution to diocesan life. Print numbers have yet to recover to pre-pandemic levels, but the trend is upward. Meanwhile, the online version – which is fully bilingual – has a regular, if smaller, audience. Our long-standing Editor, Tessa Briggis, stepped down from the role in March 2023. Communications Officer David Hammond-Williams has taken on the task, but the medium- to long-term aim is to find a permanent replacement.
- The monthly *Calendar of Intercessions* continues to be a valued resource for the diocese and continues to evolve under the able editorship of Revd Lorna Bradley.
- The Team's management of the diocesan website and social media channels has continued and the number of followers is increasing steadily. A new Facebook page was created for the Year of Pilgrimage.

CHALLENGES THIS YEAR

The ever-increasing burdens on clergy have resulted in a number of resignations from clerical team members. Replacing them has proved challenging for the same reason. We are keen to seek out fresh talent which can bring new perspectives to our work.

LOOKING FORWARD

The team is keen to foster closer grass-roots relationships with our twin diocese of Bukavu in the Democratic Republic of Congo. Our dioceses have been formally linked for ten years but little has been done to broaden the relationship. One option under active consideration is the initiation of an exchange programme that would enable both clergy and lay people to experience life – and worship – in each other's places.

THE OBJECTIVES

Tir Dewi was created to provide support to farmers and farming families within the Diocese of St. David's who were struggling to cope. There was previously a lack of support available and almost nothing in the Welsh Language. While its main objective remains the same, the area of operation has increased significantly and now covers most of Wales.

ACHIEVEMENTS THIS YEAR

Tir Dewi continues to grow and provide support to all who ask for it across most of Wales. The organisation is now recognized as an established part of the Welsh Farming environment and is respected by key partners including Welsh Government, Farming Unions and other charities in the sector. During the past year we have received awards from the High Sheriff of Gwynedd, the PCC of North Wales Police and from the Farmers' Union of Wales for the work that we do.

The most important 'award' though is knowing that we have supported a farmer who needed us - we have worked on over 140 cases in the last year. So many now come up to us to say thank you for helping them, their families or their neighbours.

CHALLENGES THIS YEAR

While growth is great, it also presents challenges including coping with the workload, a growing team, increased demands for partnership working and, of course, funding it all. Tir Dewi has met these challenges well throughout the year but we are also aware of the need to improve our infrastructure to ensure we can accommodate increased demand.

We also need more volunteers, particularly in the north and mid of Wales and are working towards this.

LOOKING FORWARD

This summer we will formally launch into the north-east of Wales and we are about to embark on a strategic partnership with one of Wales's Health Boards. We need to ensure that we can meet all demand so will continue to seek new volunteers and support them to deliver this much needed service.

World Mission Report

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Mr Nicholas C P Griffin

AGENDUM 9

As with most Committees this has been a difficult year as we all emerge from the pandemic. During the year, the Chair Rev Canon Dewi Roberts resigned. Under his leadership we have continued to build links with the Diocese of Bukavu, in the Congo, and also strengthen our links with USPG. Diolch Dewi.

During the past year, several more church groups have established links with parishes in the Congo. Fund raising has begun to build a library in the Cathedral of St Andrew in Bukavu to house Bishop Wyn's theological library, which he has gifted to the Cathedral. It is hoped that work on this project will begin in January 2024.

During the Lambeth Conference Bishop Joanna was able to meet with Bishop Buharti, although it was not possible for him to visit the Diocese on this occasion.

For any further information on our links with the Congo, or if you would like someone to visit your church or group, please contact Rev Dr Jennie Annis.

St Davids Diocesan Council for Social Responsibility

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Venerable Eileen Davies, Chairperson

AGENDUM 9

DCSR MEMBERSHIP

St Davids Diocesan Council for Social Responsibility (DCSR) is a registered charity with The Bishop of St Davids, The Right Revd Joanna Penberthy as its President; Venerable Eileen Davies its Chairperson and 15 further members, 5 who are also trustees. Thanks are extended to Reverend Delyth Wilson for all her leadership, guidance and hard work over the years as Chair of DCSR, thanks are also extended to Mrs Jane Shaw for her role as a trustee, we wish her well in her retirement. Diolch. The Council meets 6 times a year to manage and guide its affairs. The Council is a mix of laity and clerics, all with an interest in the social wellbeing of the people of St David's Diocese.

DCSR OBJECTIVES

The main objective of the DCSR is to promote social responsibility as a fundamental element of a living faith and as an integral part of Church mission. Its strategies for achieving this include supporting the work of the Plant Dewi project which works closely with disadvantaged families and Tir Dewi a charity which helps rural farming communities. By also working pro-actively with wider organisations on a local and national level, the DCSR strives to identify areas of concern, or need and respond in a non-judgmental way.

ACHIEVEMENTS THIS YEAR

The board continues to work with the management team of Plant Dewi on a strategic plan, to further support families across the Diocese, and celebrating Plant Dewi's 20th anniversary in 2022, extending thanks and gratitude to the whole team for the love and support they have shown during the two decades to make a difference in young families lives. Testimony of thanks were offered in a special service at Christ Church Carmarthen, to all who support the work of Plant Dewi, as well as young Mothers expressing their personal gratitude for the support they have received from Plant Dewi, and Dad's project, which has such a massive impact on families lives.

The Council is delighted by the expansion of Tir Dewi beyond the Diocese but also encouraged that there have been opportunities for Plant Dewi to work alongside by helping young families living in rural areas. This exciting time of collaboration also includes The Fourth Archdeaconry and members of the Children, Youth and Family taskforce. Connections have been made with many other charities especially those focused on mental health. Concern about lack of affordable housing within our communities has been raised with the Bench of Bishops, as well as a request for clarity regarding the CinW policy about the use of redundant and empty church property, with reference to supporting the Police in finding safe havens for victims of abuse. The Reverend Justin Arnott is the Social Responsibility Officer and trustee. Justin has continued to expand his role, raising awareness of the continued need of support for individuals and groups of people of all ages throughout the Diocese.

CHALLENGES THIS YEAR

Three years on from Covid, the increased difficulty of securing funding continues to impact upon the work of Plant Dewi. Therefore, it has been necessary for the trustees to give some additional support to the Plant Dewi management team, to support different projects. Staff changes include encouraging recruitment, saw also the return of staff after maternity leave. Both trustees and staff are to be commended for their dedication to the work and their concern for each other. Re-establishing relationships and meeting in person and engaging with LMA's to promote the work of the DCSR continues to be a priority. Other challenges have seen the need to help and support refugees.

LOOKING FORWARD

DCSR are looking forward to sharing the year of Salt and Light, as we together work to further His Kingdom in a changing world as we lean on His Holy Spirit to guide us as we aim to reach out to those in need with God's transforming love.

St Davids Diocese Rural Life Advisor Report ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Revd Wyn Maskell

AGENDUM 9

BOARD MEMBERSHIP

The Rural Affairs Provincial Advisory group meets bi-monthly, and the acting chair is Hermione Morris (St Asaph Rural Life Advisor) in the absence of the Chair – Bishop Joanna Penberthy. The current members are Rev Victoria Ashley (Llandaff), Rev Tim Clement (Monmouth), Rev Wyn Maskell (St Davids Diocese), Rev Tim Williams (Swansea and Brecon Diocese), Rev Llewelyn Moules Jones (Bangor Diocese).

THE OBJECTIVES

The main objectives of the Rural Life Advisors Group are to engage with all aspects of the rural scene and conveying the main issues with the Diocesan Bishop and Clergy. To work collaboratively and engage with other organizations working in the rural areas, networking and supporting in our roles as Rural Life Advisors and to empower and train clerics and lay people who serve in rural ministry areas. The Rural Life Advisors report on a regular basis to the Diocesan Bishop and the Diocesan Committee for Social Responsibility.

ACHIEVEMENTS THIS YEAR

The Board met twice during 2022 and once at the beginning of 2023. The objective is to meet three times a year.

The advisors attended St Padarn's Institute and gave a presentation to ordinands promoting Rural Ministry. The feedback from students is positive and it is very much hoped that we will be able to explore further opportunities in developing our relationship with the Institute and being able to give practical help and support to ministers entering Rural Ministry.

Advisors have given some attention to the current Church in Wales strategy. The questions considered are - What do we want to see flourishing and working well within our rural areas? What initiatives can we as Rural Life Advisors across the province work on collaboratively? Further discussion at the meeting on 19th of June 2023.

CHALLENGES THIS YEAR

In the absence of the Chair, we have not been able to make decisions on some matters pertaining to Rural Life. Rev Hermione Morris (St Asaph Diocese) has been appointed as the interim acting chair to be able to lead our meetings and convene matters to the Church in Wales.

Loneliness in diverse rural communities has been an issue this year. We are keen to establish ways in which the church can assist people with loneliness in rural communities and the role communities play in addressing social inequality.

LOOKING FORWARD

We are looking to promote Rural Life Ministry at Induction Days, Summer Schools and target different cohorts who enter St Padarn's Institute. This can be done every other year. Re-engage with St Padarn's on how we can be involved in training with people – full time and lay.

We might consider ongoing liaison with the Church of England Association. Happy to learn some good practice from other denominations.

RLA job description posts are up for review. The reviewed job descriptions may guide us in our future actions. Further discussions at the meeting on 19th of June, 2023.

We are looking at creating a yearly Rural Life Affairs bulletin which can be circulated to churches.

St Davids Diocese Interfaith Committee Report ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Revd Shirley Murphy

AGENDUM 9

Across the UK there is a rich tapestry of faiths. According to the 2011 Census, there are over 300,000 people across our country following different faiths. This diversity can leave Christians with many questions to consider, such as how to relate to people of other faiths without compromising their own beliefs. At the heart of interfaith relations is the desire to connect the diverse UK diverse faith communities through authentic dialogue, humble solidarity, and loving service.

THE OBJECTIVES

The aim of the Diocesan Interfaith Committee is to advise, encourage and facilitate interfaith engagement across the Church. The commandment to love our neighbour is the drive to have these discussions with members of other faiths. In doing so, the aim is to listen to and understand the experiences and challenges of other faith communities, helping or collaborating on shared issues, and acting together to tackle discrimination faced by them through education, advocacy and raising awareness.

ACHIEVEMENTS THIS YEAR

On 16th November, a well-attended Coffee and Chat morning was hosted by the Committee, which brought together people of different faiths and backgrounds. As part of Interfaith Week 2022, a Coffee and Chat session in Carmarthen was arranged. There was an open invitation for all those who would like to meet people from different parts of the world, get to know them and welcome them into our community. It was widely advertised through social media and through the Interfaith webpage. People such as our Provincial Director of Faith, Order and Unity, a Buddhist monk, the local Catholic priest, the Chaplain of Hywel Dda Health Board, many of our clergy and various people from the community attended. Individuals from different faiths such as a Hindu, a Sikh, and some individuals from different cultural backgrounds such as Ukraine, China, Sri Lanka, and Africa also attended. It was a good time for people to chat, get to know each other and learn about all the things happening in our communities.

CHALLENGES THIS YEAR

When the word interfaith is mentioned, many people are afraid that we are opening our doors to other religions and collaborating with them. However, by creating a space that welcomes those from different religious or non-religious backgrounds, interfaith programs provide opportunities for collaboration, conversation, and action towards a common goal.

LOOKING FORWARD

The Committee looks forward to holding more such events across the Diocese.

St Davids Diocese – Faith Tourism Group

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Caroline Evans, Faith Tourism Officer

AGENDUM 9

GROUP MEMBERSHIP

The Faith Tourism Group is chaired by the Faith Tourism Officer and is comprised of lay and clergy members with ranges of skills, experience and contacts both within the diocese and with the tourism industry. Faith Tourism is an essential part of our Mission.

The Group reports to the Diocese Communications Team and is also a member of the Provincial Faith Tourism Group.

THE OBJECTIVES

The Group has two objectives to achieve its aim in supporting the Diocese and Provincial Mission. One is to encourage and support the places of worship in the Diocese with their welcome for visitors/modern-day pilgrims. The second is to ensure that Faith Tourism is recognized and included in the tourism industry initiatives at county, region and national levels.

ACHIEVEMENTS THIS YEAR

- The Group has conducted its communications virtually during the year.
- The Group had a display and info table at the 2022 Diocesan Conference.
- Little Gems – the series of articles on lesser known churches continue and adapted versions were supplied to major tourism organisations such as Visit Wales.
- Art on the Faith Trail – unfortunately the artist group decided that the restrictions and the economic situation made involvement in 2022 an issue and will re-assess for the forthcoming year.
- Ancient Connections Project – this Wexford and north Pembrokeshire project led by the County Council funded by the EU/ERDF has several Group members involved and has identified the pilgrimage route from Fishguard to St David, following the coastal footpath, naming it the Wexford Pembrokeshire Pilgrim Way - <https://wexfordpembrokeshirepilgrimway.org/> They are helping to keep the focus on the reasons why pilgrims through the centuries were making the journey and churches nearby can benefit from this. The initial project is near an end, but funding is being sought for the retention of the Pilgrimage Officer post who has been liaising with the Cathedral fruitfully.
- Tourism Associations – Members of the Group are involved with other associations, such as Carmarthenshire Tourism Association, North Pembrokeshire Trade and Tourism and Visit Pembrokeshire and other projects and ensure that “Faith Tourism” is not overlooked.

CHALLENGES THIS YEAR

The pandemic and the restrictions imposed because of it continue to dominate in the period. Churches have now multiple to-do lists and pressure on their volunteers can mean that visitor welcome can slip down the list.

LOOKING FORWARD

The Group would welcome new volunteers – anyone with maybe experience or interest in tourism, hospitality, event management, ancient and historical buildings, history.

Some feedback seems to indicate that some of our churches are not opening their doors to out-of-service visitors with such alacrity as before the Covid pandemic –further information on this will have to be source to find out if this actually so and assist if there is an issue.

Good progress of churches in streaming their services on-line does appear to have stalled in some cases – this is a pity as they not only helped to publicise the individual churches to potential visitors but magnified the reach out of mission.

BOARD MEMBERSHIP

St Davids Diocesan Council for Social Responsibility is a registered charity and Plant Dewi is its main family support project. Bishop of St Davids, The Right Revd Joanna Penberthy, is its President; Ven Eileen Davies, its Chairperson along with a further 16 Council Members, of which the Chair and 6 members are Trustees, who all meet 6 times a year.

THE OBJECTIVES

To nurture families and strengthen communities by empowering families to bring about positive changes in their lives, giving hope and a sense of belonging, across the Diocese of St Davids

ACHIEVEMENTS THIS YEAR

Plant Dewi has continued to support the two-county wide Family Centre Networks, comprising of 16 family centres, 7 of which are run by Plant Dewi, as well as a further 6 Families Together Groups, 4 Young Parents Groups, 2 Dads Projects, 1 Nursery setting and the Baby Bundle Bank. 2340 families have accessed projects throughout the year. The beginning of the year saw Covid-19 restrictions ending and projects able to return to a cautious 'normal'. Plant Dewi celebrated its 20th anniversary and following a service to bless the candle in May, events were held at all projects to mark the occasion. The candle made its final journey to St Davids Cathedral in September, where over 100 families enjoyed a fun day filled with arts, crafts and activities for all. A joint event took place in October half term between Plant Dewi and The Botanic Gardens of Wales, where 124 families accessed the gardens free of charge and spent time taking part in a range of activities including pond dipping, marshmallow toasting, scavenger hunts and messy play. 10 family passes have also been gifted to Plant Dewi for use by families to access the gardens for one year. During the latter half of the year, projects mostly focused on the cost-of-living crisis with 'warm spaces' being established, providing longer open hours and hot food for families. Budgeting, debt and benefit support was provided in sessions as well as visits from specialist agencies to talk about saving on energy and repair and upcycling workshops to upskill parents. The number of referrals for Baby Bundle Bank increased by 58% on the previous year and projects also saw the demand for food banks become greater. Baby Bundle Bank now has 6 bases across the diocese and support from 6 volunteers. The Young Parents project have begun to support parents under 26 with volunteering opportunities, either within Plant Dewi or out in the community, to enable them to gain skills and experience to consider moving on to further training and employment. Plant Dewi welcomed over 50 people to Christ Church, Carmarthen to a Thank you Service in January, to thank supporters for all that they do to enable the projects to continue. Plant Dewi launched a new website, which provides up to date information of what's going on.

CHALLENGES THIS YEAR

Sustainability of projects is an ongoing challenge with funders reporting they are oversubscribed and the number of individuals donating to charities is decreasing. It is becoming more difficult to secure funding, even though demand is increasing, and projects are needed more than ever.

LOOKING FORWARD

This coming year, there will be a focus on new ways of income generation, including digital fundraising. Work will also continue on the five-year strategy and how to develop the current work to ensure families can access the support they require. Staff wellbeing is always a priority and this coming year, team building and team retreat days will be offered once again.

Archdeaconry for New Christian Communities and Evangelism

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Ven Mones Farah, Archdeacon for New Christian Communities and Evangelism

AGENDUM 9

The focus of the Archdeaconry is to develop and support the varied ministries which do not fit neatly within our LMA structures, Impact 242, Evangelism and Evangelisation, Social responsibility and the higher education chaplaincies in the diocese.

CHAPLAINCIES

The University of Wales Trinity St Davids Lampeter and Carmarthen chaplaincies continued to provide ministries on both campuses under the Leadership of the Chaplain who is based on the Carmarthen Campus supported by two part time assistants on the Lampeter campus for the first part of 2022, and one intern for the second half of the year.

This proved to be helpful and fruitful, which gave the chaplain ample time to develop almost new work on the Carmarthen campus. Although the numbers connected with the chaplaincy are small yet both campuses saw individuals coming to faith and deepening of faith, through discipleship focus and regular gatherings.

IMPACT 242

The Cross Hands Impact 242 Centre of Mission had a change of pioneer ministers and although by now we hoped to have appointed two pioneer evangelists it is still led by a lead evangelist with one pioneer evangelist, meaning that it is still understaffed and at times it is difficult to be able to fulfil and complete all that they have a vision to do. There have been great inroads into all the schools in the area, as well as excellent connection with both the rugby and social club. Both the centre and the team are recognised as a welcoming, fun loving and caring. New worship community have been established and a study group reaching the unchurched. The food crisis support has morphed into a social supermarket accessed regularly by local needy family. Fun in the park as well as school holiday weeks were organised and were well supported and very successful.

Impact 242 Merlins Bridge Mission Centre the lead evangelist and one pioneer evangelist carried on the work of the centre in 2022, although the pioneer evangelist who started the year left in May when the second recruited pioneer evangelist started, we tried to recruit another second pioneer evangelist and after 2 rounds of adverts and interviews we did not succeed to appoint. The outreach activities developed in 2021 continued and grown, the skate park, partnering with the primary and the college, increased activity with the village and in the village hall as well as outdoor activities, community drop ins Sunday worship and study groups. The centre had its 3 years review with much to be commended and a couple of recommendations that will be put into action in 2023.

Impact 242 Morfa Mission Centre: The lead evangelist requested a move back into parish ministry which allowed us to review the Centre and the conclusion was reached to close the centre temporarily pending rethinking and restructuring, which unfortunately led to the closure in April

for the remainder of the year. The pioneer evangelist applied for the post of pioneer in Cross hands and was the successful applicant.

GENERAL

The CIO registration was completed, the steering group met regularly to receive reports and advise on strategy ahead.

EVANGELISM AND EVANGELISATION

The evangelism and evangelisation committee met regularly, (unfortunately it continues to be the case as reported last year that other than the Impact 242 lay staff, the committee is mainly made up of clerics, if you or you know anyone passionate about evangelism send them in my direction). Following the committee's consideration to support the different shows in the diocese members of Impact 242 and the archdeacon helped in the 2 days Pembrokeshire show joining the local LMA and others in the diocese in outreach and mission, Chief inspector tuart Bell and a retired Rugby international were invited to share the faith and its impact on their lives, much tea, a couple of worship services with relevant messages, Plant Dewi had an activity table and much coffee and biscuits were served.

Impact 242 helped in leading two LMA missions, it was great to see effective partnership moving forward in reaching out to our local communities, including some follow up to these missions.

Thy Kingdom Come launch in Tally was well supported, Bishop Joanna led the service and preached, then for the following 9 days there were 2 other meetings one in Pembrokeshire and one in Cardiganshire in addition to a daily zoom prayer meeting. As you might remember from last year's report The Year of discipleship; part of our three years cycle of prayer, discipleship and pilgrimage was placed under the Evangelism and Evangelisation committee. This was launched in Advent with advent reflections contributions from various members of the committee and Impact 242 team, continued in partnership with a continual Ministerial Development Day (CMD) led by Dr Nick Shepherd, this then was followed by 3 geographical archidiaconal meetings and then an LMA road show, which will continue into 2023.

Regardless to say the committee with all its members is available to assist any LMA in discussing and arranging missional and evangelistic activities in their localities, in addition to providing training and support from the IMPACT 242 team to raise Evangelism champions for every church and LMA. We are always open for your approach ready and willing to help.

Welsh and Bilingualism Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Mrs Rhian Morgan, Chair

AGENDUM 9

BOARD MEMBERSHIP

The Committee is Chaired by Ms Rhian Morgan. It is made up of clergy and lay persons from across the Diocese and is supported by Archdeacons Dorrien, Paul and Eileen.

The Committee will meet four times per annum. Three meetings were held during the period in question. It is our intention to hold 4 meetings per annum at Abergwili.

OBJECTIVES THIS YEAR

The objectives of the Committee are to promote and support the use of the Welsh language and bilingualism across the Diocese, including but not restricted to: Churches, the Cathedral, the Diocesan and Bishop's Offices, Diocesan Schools and various projects and publications.

ACHIEVEMENTS THIS YEAR

The Committee is working towards completing a 'Questionnaire re. Welsh Proposal'. This suggests a firm structure for developing our resources throughout the Diocese, in order that bilingualism be a key part of our life and service. It is currently used effectively by Bangor Diocese. A sub-committee has been formed to fulfil the demands of this questionnaire, and to further the development plan in respect of the Welsh Language in the Diocese.

Mrs Eluned Rees published a Welsh language article in Pobl Dewi entitled 'Parchu'r ddwy iaith' (Respecting both languages), noting the importance of equality between Welsh and English.

CHALLENGES THIS YEAR

Discussion has taken place regarding the necessity of providing opportunities for the use of Welsh by children, other than in their school environment, and that the Church respond to the challenge.

LOOKING FORWARD

The Urdd Eisteddfod at Llandovery will be an ideal occasion in which to present our message to the people.

A decision was made to hold three Welsh language services on feast days in the Diocese in 2023, as follows: Trinity Sunday (4.6.23), Harvest Season (8.10.23) and Advent. The first two services will be held in the respective Archdeaconries, and a central 'Plygain' service, with refreshments is to be held at the Cathedral on the 15 December. A special liturgy will be produced for the services.

A Welsh language conference is to be held at a venue to be confirmed in early 2024. Ven Meurig Llwyd (former chaplain of the Bishop in Europe) will be invited to give an address on promoting bilingualism. Further details will follow.

It is hoped that a Diocesan Welsh Language Officer will be appointed by the incoming Bishop, so that the Diocese is represented at the Provincial Welsh Committee.

The Committee is also pleased that the DBF is considering the importance of a translator / translation service in order to ensure that written content published by the Diocese is bilingual. Discussions about this are ongoing.

Creation Care and Sustainability

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Revd Marcus Zipperlen, Creation Care and Sustainability Officer

AGENDUM 9

The Creation Care and Sustainability Officer convenes the diocesan 'Creation Care Action Group' (CCAG) of lay and ordained people which meets around six times per year to promote care for creation across the diocese.

This year CCAG and the Sustainability Officer have:

- Helped the diocese achieve Eco-diocese Bronze award status. Next stop silver.
- Lobbied the Bench of bishops to include the Season of Creation into our Church in Wales Lectionary, which will occur for the first time this coming liturgical year in September 2024.
- Arranged for diocesan membership of 'Caring for God's Acre', which allows our church communities access to a range of resources to help them enhance biodiversity in Churchyards.
- Provide the theological introduction to the provincial 'Carbon Literacy' training for senior staff.
- Produced Quarterly creation care articles for Pobl Dewi.
- Become a member of the new Church in Wales 'Zero Carbon Hubb' to help the province transition to a zero-carbon future.
- Provided clergy and LMA's with periodic 'Creation Care News' update containing ideas and resources for the season.
- Helped speak on climate change issues and preach at creation care events for this and other dioceses.
- Provided training to Tutors at St Padarns on Eco-theology.
- Contributed to the 'Welcome to the Church in Wales' course for clergy run by St Padarns
- Helped resource an IME event training curates in creation care matters.
- Begun preparations for a diocesan climate Sunday event in October 2023.

St Davids Cathedral and Tŷ'r Pererin

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: The Very Revd Dr Sarah Rowland Jones

AGENDUM 9

GOVERNANCE AND MEMBERSHIP

The Dean and Chapter of St Davids Cathedral is a registered charity, whose Trustee Body is the senior clergy of the Diocese: the Dean, Archdeacons and Canons, appointed by the Bishop. Tŷ'r Pererin is the Cathedral's Education and Pilgrimage Centre, operating in the old school building, owned by the Friends of St Davids Cathedral. Its work is headed by Mrs Janet Ingram, full-time Education and Pilgrimage Officer, and Revd Canon Sheridan Angharad James since February 2023.

THE OBJECTIVES

The registered objectives of St Davids Cathedral are 'To advance the Christian Religion of the Church in Wales for the Public Benefit. In particular to promote the mission of the Church in Wales in and through the Cathedral by promoting the statement of faith particularly described in: the Constitution of the Church in Wales; the Royal Charter 1919; the Welsh Church Act 1914; the Welsh Church (Temporalities) Act 1991.' The Cathedral 'Welcomes visitors as Pilgrims', praying all who come – staff or tourists, building contractors or bishops – should sense God's redeeming love, hear Christ's call 'follow me', and take the next step he puts before each.

ACHIEVEMENTS THIS YEAR

It has been increasingly busy. Alongside full celebrations of the liturgical year, we held occasional services for a range of events, including the Platinum Jubilee. On the death of Her Majesty the Queen, a number of special services were held, and the Cathedral condolence book was signed by several thousand visitors. The Dean represented the Cathedral at the Queen's funeral, and the choir lead a specially commissioned BBC Radio 3 Choral Evensong two days later which highlighted the connection with the Crown through the Sovereign's Stall in the Quire.

Music, led by Canon Leigh Richardson thrives, in worship and in concerts we offer or host, and a much enjoyed, though loss-making, Festival was held. Tŷ'r Pererin has spearheaded the Year of Pilgrimage for Cathedral and Diocese, with a wealth of resources and activities, including for Diocesan schools and groups. The Cathedral features regularly on TV, radio and other media, with extensive coverage of the 900th anniversary of the papal privilege. Our new Canon Pastor has increased our capacity to operate bilingually.

CHALLENGES THIS YEAR

The long hard haul towards post-COVID normality continued. Visitor numbers were adversely affected by Russia's invasion of Ukraine: in 2022 about 40% below pre-COVID levels, with serious impact on Cathedral income. Reserves were drawn on more heavily than planned, or desirable, in order to sustain music and education/pilgrimage, both with strong outreach components.

LOOKING FORWARD

The highlight of the Year of Pilgrimage will be a Wales-wide service of celebration on 25 July, feast of St James, the patron saint of pilgrims. Work towards financial sustainability continues.

Friends of St Davids Cathedral

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Mr Timothy J Llewelyn, Honorary Secretary

AGENDUM 9

The Friends were formed in 1932 by the then Dean, Watkyn Morgan. It is an organisation which draws together individuals, corporate groups and parishes from across the world who wish to support the mission and ministry of St Davids Cathedral.

The Friends has three primary aims: -

1. To assist the Dean and Chapter in restoring and maintaining the Cathedral Church to the greater glory of God and in honour of David Patron Saint of Wales.
2. To subscribe to the funds required from time to time for beautifying the cathedral and for maintaining and improving worship in the Church.
3. To organise the raising of capital funds as required for any emergency that may arise which cannot be provided for out of funds available to the Dean and Chapter.

Friends' membership extends right across the globe and it is managed by an Executive Council which meets 4 times a year. It is chaired by The Dean and comprises of 6 Clerics from the Cathedral Chapter and 6 members elected from among the Friends.

In September, 2022 the Friends had planned to celebrate their 90th Anniversary and a number of events were planned including a gala dinner and the production of a Friends for 90 Years booklet. Unfortunately most of these plans had to be cancelled at the last minute as they coincided with the sad passing of Her Late Majesty Queen Elizabeth II. The Friends did though celebrate the coronation of King Charles III and Queen Camilla with a splendid Coronation Prom in the Cathedral.

The conversion of the former Belmont House in the heart of the city, to Cathedral House was completed and now comprises of a wonderful ground floor retail and hospitality unit, a beautifully appointed holiday apartment on the first floor and a residential rental unit on the second floor. The holiday apartment can be booked via www.stdavidsescapes.co.uk It is hoped that Cathedral House will now start to provide a consistent source of income to the Friends to allow it to continue to support the Cathedral.

As ever we are extremely grateful and thankful to all those who keep the Cathedral alive and open and in doing so playing our part in safeguarding this Diocesan and National treasure for future generations.

Mothers' Union

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Heather Witt, Diocesan President Mothers' Union

AGENDUM 9

BOARD MEMBERSHIP

The Diocesan President; Three Archdeaconry Vice-Presidents;

2 General Trustees from each Archdeaconry Each Trustee would then be allocated a role depending on what needed to be done.

(General Trustees: 2 from each Archdeaconry to liaise with the VP to filter information down to branch leaders)

The Chaplain, Secretary and Treasurer attend but do not vote, and are not Trustees.

THE OBJECTIVES

Vision: Our vision is a world where everyone prospers. We actively pursue this vision through prayer and action, helping to build confident people and resilient communities. Our movement seeks to bring about justice, challenge prejudice and advocate change.

Mission: We aim to show our Christian faith by helping the sustainable transformation of communities worldwide. We do this by helping to nurture strong relationships at all levels, promoting peace and reconciliation locally, nationally and globally.

We aim to:

- encourage parents in their role to develop the faith of their children
- maintain a worldwide fellowship of Christians united in prayer, worship and service
- promote conditions in society favourable to stable family life and the protection of children
- help those whose family life has met with adversity
- promote and support married life.

A global movement present in 84 countries, our members are not all mothers, or even all women. They are single, married, parents, grandparents, or young adults just beginning to express their social conscience.

Mothers' Union provides a network through which they can serve Christ in their own community. This is done through prayer, partnership and projects, actively working at the grassroots level in programmes that meet local needs.

ACHIEVEMENTS THIS YEAR

Our membership in 2022 was 595 with 116 paying by Direct Debit which we are encouraging in a bid to help our branch treasurers. Where branches closed, some of those members transferred to being Diocesan Members, again something Trustees are encouraging.

Our partnership with Plant Dewi continues on two counts, supporting the Baby Bundle Project and using the Away From It All money, which members contribute to, for paying for buses for their away days. By doing this MU helps more people.

In promoting the 16 Days of Activism against Gender Violence our President, Heather Witt produced an installation which was situated in St. Peter's Church, Carmarthen for the duration of the campaign, concluding with a march and service.

The Diocesan Council meetings in November took the form of workshops with the theme 'Transformation Now'. These proved very popular with members.

CHALLENGES THIS YEAR

Our challenges were in keeping the existing branches going, especially when branch officials wanted to retire and there was no-one to replace them.

LOOKING FORWARD

Our focus in 2023 will be on our Diocesan Festival of Banners Old and New which will be held at the Cathedral. Also, the Transformation Now theme will continue.

St Davids Diocese Guild of Bell Ringers

ANNUAL SUMMARY REPORT

Reporting period: Easter 2022 – Easter 2023

Author: Dawn Howells, Guild Secretary

AGENDUM 9

GUILD MEMBERSHIP

The Guild of Bell Ringers with the President being The Bishop comprises 8 posts:-

Chairperson (Tower Captain of St Marys Pembroke)	Ringing Master
Treasurer	Central Council Representative
Restoration Officer	News Editor
Secretary	Vacant Posts- Education & Safeguarding Officers
There are currently 104 members representing 16 Ringing Towers across South Wales.	

THE OBJECTIVES

The main objectives of the Guild are to:-

- Recognise the true position of ringers as representatives of the church
- Promote the ringing of bells for worship and on other suitable occasions
- Promote the care and restoration of bells
- Recruit and train ringers
- Promote and advance change ringing

ACHIEVEMENTS THIS YEAR

- Resumed monthly practices around the ringable towers in the Diocese. Held our 1st striking competition May 2023, with very high attendances by members.

CHALLENGES THIS YEAR

These remain much the same as last year: -

- Encouraging current members\ringers back. Remedial work and Fund raising restoration projects. Meeting the Guild Objectives.

LOOKING FORWARD

- To engage with our neighbouring Guilds for Joint Practice Meetings across Wales reinstating All Wales Striking Competition.

Housing Association Report

ANNUAL SUMMARY REPORT

Reporting period: Jan – Dec 2022

Author: Mrs N Evans BA FCCA, Hon Secretary

AGENDUM 9

COMMITTEE MEMBERSHIP

The Management Committee met on three occasions through the year. It comprises, Bishop of St Davids, The Right Reverend Joanna Penberthy as President, The Ven D Davies as Chairperson, Mrs Nia Evans Secretary / Treasurer, the Archdeacons of Carmarthen, St Davids and Cardigan, and 3 lay persons.

THE OBJECTIVES

The Housing Association provides rental homes for retired clerics, or widows/widowers and dependants of clerics. The Association endeavours to keep its housing in good repair and seeks to provide a responsive and efficient repair service for its tenants.

ACHIEVEMENTS THIS YEAR

- During the year there has been two changes in tenancy with one vacant property at the year end.
- A rent review was conducted, which resulted in a rental increase of 5% from January 2022.
- The COVID-19 pandemic and the reaction to it caused numerous Financial and Operational issues, including disruptions to daily operations have resulted in St Davids Diocesan Board of Finance employees working remotely from home.

Total income for 2022 was £51,957. Expenditure on Charitable Activities amounted to £36,636. The resultant surplus on the Income and Expenditure Account was £15,321. At the year end the Balance Sheet showed total funds of £173,831.

CHALLENGES THIS YEAR

The committee continued to negotiate the new lease between the Representative Body of the Church in Wales and St Davids Housing Association. The original lease did not set out that St Davids Housing Association was responsible for the boundary walls whilst the new lease proposes that the Housing Association will be equally responsible with the landlord and with the Parish. The lease renewal was resolved and finalised in May 2022.

LOOKING FORWARD

The Housing Association will endeavour to continue to maintain its housing stock in good repair and continue to offer a responsive repair service for its tenants.

STANDING ORDERS OF THE ST DAVIDS DIOCESAN CONFERENCE

1 All meetings of the conference shall open and close with prayer.

2 When the President has taken the Chair, no member shall continue standing, except when addressing the Chair.

3 While he is present at the Conference, the President may appoint another member of Conference to chair the Conference in his place.

4 When two or more members rise simultaneously to address the Chair, the Chairman shall decide which of them shall speak first.

5

a) Speeches made by the proposer and seconder of a resolution shall not exceed ten minutes. The proposer may also claim five minutes for reply.

b) All other speeches shall not exceed five minutes.

c) The Chairman may, with the leave of the Meeting, extend the time for a speech.

d) This section shall not apply to the President's Address.

6 No member shall be allowed to speak more than once on the same question, except in explanation or to raise a point of order, unless it is the proposer of a motion exercising the right to reply.

7 Whenever the Chairman rises during a debate, any member speaking or offering to speak shall immediately sit down.

8 If, during a debate, 30 members rise in their places and demand that a vote be now taken, the Chairman shall put that question to the meeting for a decision by a show of hands.

9 If the meeting approves the call for a vote, the Chairman shall first offer the proposer the right of reply and then proceed directly to the vote.

10 Only the business set out on the Agenda Paper shall be transacted. The Agenda shall be sent to all members of Conference with the notice of meeting and Reports at least fourteen days before the date of the meeting.

11

a) Any question requiring an answer, and any motion that members wish to propose must be submitted in writing to the Lay Secretary of Conference at least seven days before the date of the meeting.

b) Should any member wish to propose a motion other than for a Special Meeting it should be sent to the Lay Secretary in time for consideration by the Standing Committee at its meeting immediately preceding the meeting of Conference.

12 At a meeting other than a Special Meeting, the President may, at his discretion, allow other items of business of a routine nature not appearing on the Agenda Paper.

13 All amendments shall be in writing, signed by the proposer and must be handed to the Secretaries, if possible before the meeting.

14 No amendment on an amendment shall be in order.

15

a) A motion which is printed on the Agenda Paper need not be read before being put.

b) All other motions or amendments shall be read immediately before the vote thereon is taken.

16 When a division is called for, tellers of both the Orders of Clergy and Laity shall be appointed by the President or Chairman.

17 The Standing Committee shall be authorised to act on behalf of the Diocesan Conference, between its meetings in any matter that the Bishop of the Diocese may deem to be necessary, and a report shall be made thereof to the conference at its next meeting.

18 Any member may speak in Welsh or English.

19 A Record of Attendance will be kept.

20 A motion for the suspension of Standing Orders shall not be in order unless a majority of the members present rise in support.

21 These Standing Orders shall be printed and circulated with the Agenda for each and every meeting of Conference.